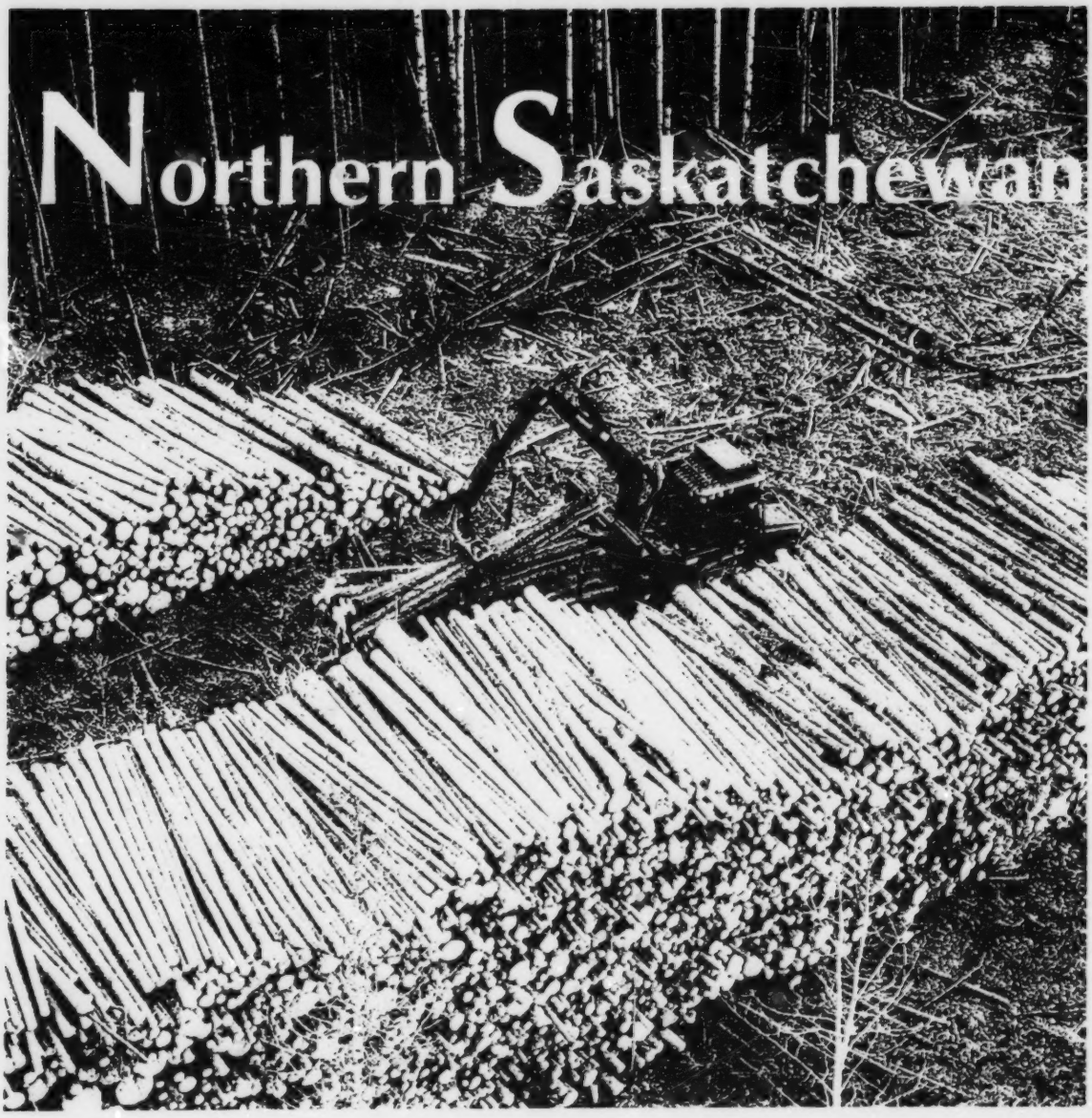

Regional Training Needs Assessment Report

Summer 2001

Preparing Northerners to participate in the development of Saskatchewan and the global economy

102-00028/

Northern Saskatchewan

Regional Training Needs Assessment Report

Summer 2001

For Regional Services Branch,
Post-Secondary Education and Skills Training
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www.northlandscollege.sk.ca

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Northlands College Regional Offices
CanSask Career and Employment Centres
N
Camsell Portage
Uranium City
Fond-du-Lac
Stony Rapids
Black Lake
Cluff Lake Mine
Midwest Deposit
McClean Lake Mine
Rabbit Lake Mine
Points North Landing
Cigar Lake Mine
Wollaston Lake
McArthur River Mine
Key Lake Mine
Kinoosao
Descharme Lake
La Loche
Turnor Lake
Garson Lake
Bear Creek
Patuanak
Michel Village
Dillon
Buffalo Narrows
St. George's Hill
Southend
Brabant Lake
Seabee Mine
Sandy Bay
Missinipe
Grand-mother's Bay
Stanley Mission
Pelican Narrows
Ile a la Crosse
Pinehouse
La Ronge
Canoe Narrows
Cole Bay
Jans Bay
Beauval
Air Ronge
Creighton
Deschambault Lake
Dore Lake
Sled Lake
Green Lake
Weyakwin
Denare Beach
Konuto Mine?
Sturgeon Landing
Timber Bay
Montreal Lake
Cumberland House
Saskatchewan
Northern Region
Meadow Lake
Nipawin
Prince Albert
Regina
Northern Region
Source: Saskatchewan Post-Secondary Education and Skills Training, La Ronge, Sk.

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Executive Summary

Purpose

Regional training needs assessment is an annual process undertaken by regional colleges and CanSask Career and Employment Services in Saskatchewan to look at emerging jobs and training needs of local labour markets and to find ways to address those needs through partnerships.

In the northern half of the province, Northlands College, CanSask Career and Employment Services, Region One, and the Northern Labour Market Committee work together to provide a partnership approach to implementing programs and strategies to meet those needs.

Process

Northlands College meets annually with community representatives, economic development agencies, industries, and funding agencies to determine local training needs and priorities, based on local labour market trends. Northlands College Board finalizes its foundation programs for the upcoming year according to the priorities of communities and funders and the activity in northern industries. Information on current and emerging northern industries is collected from many sources including Northern Labour Market Committee meetings, written material, websites, and interviews.

Growth Sectors Identified

Resource-based industries dominate the labour market in the northern region.

- **Mining** companies are weathering low market prices by reducing production costs and downsizing their workforces: employment in the mineral sector, therefore, is expected to remain lower but stable for the next few years. The mines operate under a "northern preference" strategy, which has created training and employment opportunities in the mineral industry for local residents. It provides employment for over 1,100 northerners, wages in excess of $23 million to northern workers and $123 million to northern companies and joint ventures. Northerners must learn new skills to adapt to the changing mining methods and technologies in the industry. New high-grade underground mining machines and computerized process control require fewer workers but workers with higher-skill levels than the previous open-pit mines. New mines are utilizing existing mills at other mine sites, requiring more trained truck drivers to transport the ore to mills. In the mineral exploration sector, the provincial government implemented incentives to encourage mineral exploration and investment.

- **Oil sands** expansions near Fort McMurray, Alberta, offer potential for residents, particularly Aboriginal northerners, who have equipment operation or trades skills or an engineering education. The enormity of the oil sands expansion has created capacity problems in housing and in training spaces in the community. As well, the oil sands companies are expanding their search for skilled workers beyond the Fort McMurray area and even beyond the Alberta

border, despite local labour commitments. Over 4,000 construction jobs and 1,200-1,800 operational jobs will be created from 2001 to 2003.

- **Forestry** opportunities as a result of the province's new forestry strategy are developing steadily although more slowly than initially planned, enabling the Forestry Training Sub-committee (a subcommittee of the Northern Labour Market Committee) to keep abreast of the training demand. A total of 2,500 new positions are tentatively forecast for the next 3-5 years. Because of more sophisticated machinery and automation, the industry will require fewer occupations with a physical labour component, fewer workers to operate new equipment, higher skill levels in their workers, and more emphasis on grade 12 as a minimum requirement. New projects will require more staff at the professional and technical levels in forest management and environmental protection to meet the forest management requirements of the new Forestry Act. Forestry workers will be able to gain credits for skills learned on the job through the Prior Learning Assessment and Recognition (PLAR) project.

- **Skilled construction and trades** workers are in demand across the country. The demand in the north is expected to increase over the next few years as a result of government programs and economic growth, including: the 3-year provincial housing program, water and sewer projects, construction of forestry sawmills, and an anticipated decision to proceed with Cigar Lake mine. The most frequently cited trade labour shortages are carpenters, framers, bricklayers and drywallers. The labour shortage of skilled workers must be addressed through such initiatives as connecting Aboriginal people to trades careers, utilizing Prior Learning Assessment and Recognition (PLAR) to credit workers for their existing skills and knowledge, improving the image of trades occupations through a marketing campaign, and forging strong link with schools to encourage young people to enter the trades. A Northern Apprenticeship Committee is working to increase the employment and training opportunities for trades persons in the northern region.

- Growth in **public administration and service** industries in the north is fueled by an expanding population, First Nations gaining governance of programs, and national trends. Shortages of nurses and teachers are expected to have an even greater effect on the north. The shortage must be addressed by training local people for these jobs, since local people tend to remain in the northern region. In order to meet the projected growth in tourism, the northern region must develop a marketing strategy and a well-trained workforce. Aboriginal cultural experiences and outdoor adventures offer potential for northern tourism operators. The upcoming expansion of the forestry industry will create employment opportunities for local truck drivers and business opportunities for entrepreneurs in equipment maintenance. Northern municipal and First Nations communities will need to upgrade their existing staff to meet certification criteria in local government administration and water and sewer management.

Demographic Issues Identified

The population in the northern region is young and growing, in contrast to other parts of the province. Aboriginal people form the majority of the population and one-third live in reserve communities.

Geographic isolation and few economic opportunities in the region have contributed to barriers of poverty, unemployment, and low educational attainment. Many northern families manage on low incomes or incomes below the poverty line. Almost one-third of adults have less than a grade 9 education, thereby lacking the minimum education to gain employment. In addition, many northern communities lack the infrastructure to create jobs for their citizens. As a result, 45% of adults have dropped out of the labour force.

Youth in the northern region are at a greater disadvantage than youth in other areas of the province. On average, northern schools have higher drop-out rates. A much higher percentage of girls in the north become teen mothers. And fewer youth age 15 to 24 are attending school than the provincial and national averages.

Northern lifestyles are slowly improving as residents increase their education levels and as the northern economy continues to create opportunities for employment. In the past 5 years, the number of people receiving provincial social assistance has declined by 31%. More schools are offering high school programs and young people are staying in school longer. The education gap between northern adults and provincial averages is shrinking. The northern economy is growing along with the growing labour force and industries have been able to absorb new entrants into employment. Increasingly, northern residents are gaining the jobs in their region.

Training Needs identified

Based on the profile of the northern labour market and the current and emerging needs of northern industries, Northlands College will focus on training for the forestry sector, retraining for the mining sector, skill training in health and community services, and university classes for math/science related careers.

Because of the generally lower education levels of the region, Northlands College will focus on academic upgrading for adults and youth and CanSask will continue to support career counselling projects. Northlands College will offer a range of skill training from labour-intensive to entry level professional to serve clients at all education levels.

Because of the remoteness of many communities in the region, Northlands College will participate with other agencies in Technology Enhanced Learning and the Headwaters Project in the development and delivery of distance education courses.

Growth Sectors	Training and Employment Priorities 2001-2002
Mineral Sector	The Mineral Sector Steering Committee will continue to **determine programs under the Multi-Party Training Plan II** for the mining sector and work with Northlands and other institutions for program delivery. For the 2001-2002, 15 programs have been identified to date for delivery and three programs will carryover from 2000-01
Oil Sands Sector (Alberta)	Northlands College will work with the new **Oil Sands Sub-committee** to determine training needed for residents to access employment at the Alberta oil sands. Northlands will deliver GED and Mine operations programs for the Westside.
Forestry Sector	The **Forestry Sector Memorandum of Understanding** was formally signed in June 2001. The agreement establishes the basis for **partnerships to deliver forestry training** and will allocate $850,000 to training projects across the forestry belt. Northlands College will partner with industry to deliver training in the North.
Construction Sector	**Northern Apprenticeship Committee and the Exploring Trades & Technology (K-12) committees** continue to work together to promote trades careers in northern Saskatchewan. The project encourages youth and adults towards trades as a career opportunity, links high school students to the workforce, facilitates career and educational planning, and assists northern apprentices to move more quickly to achieve journey person status. The Apprenticeship Commission has received funding targeting increasing **Aboriginal Apprenticeship positions.** Northlands College in collaboration with other participants is developing a strategy to achieve this goal.
Commercial Service Sector	Business Plan Development, computer technician, office education, business administration (via SCN) are planned to address increased demands in the service sector.
Health and Education Sector	Northlands worked with the **Health Sector Training Sub-Committee** to determine the delivery of health-related careers for 2001-2: Licensed Practical Nursing, Emergency Medical Technician, Home Care/Special Care Aide, Child Care Certificate, Chemical Dependency, Pre-Technologies, and 1st year university level Math/Science programs are planned for delivery. Northlands College will work in partnership to deliver training for **Water and Waste Water Operators** to prepare for the ABC Level One Certification exams.
Career Planning	CanSask Northern Region will continue to deliver **career and employment services** from 3 regional centres in the north. Career services will be improved for smaller northern communities and for target groups through partnerships with Northlands College program centres, Gary Tinker Federation for the Disabled, Keewatin Career Development Corp., Northcote Metis Development Corporation, and the new Headwaters project.

1. Training Needs Assessment Process

Purpose:

Regional training needs assessment is an annual process undertaken by regional colleges and CanSask Career and Employment Services in Saskatchewan to look at emerging jobs and training needs of local labour markets and to find ways to address those needs through partnerships.

Provincially-funded training programs and career and employment services in the northern half of the province are delivered by Northlands College and CanSask Career and Employment Services, Region One. The Northern Labour Market Committee, a partnership of industry, governments, economic development, training and community agencies, provides a forum to discuss emerging local labour trends and training requirements. Together, these three agencies provide a partnership approach to implementing programs and strategies to meet those needs.

Process

Information for the labour market and demographic sections of this report were obtained from Statistics Canada Census, Saskatchewan Health's Covered Population statistics, Northern Labour Market Committee meetings, *Opportunity North*, interviews and written material from websites and newspapers.

Northlands College leads the process to develop the training section of this report through the following steps.

- Regional program planning meetings are held in February and March for communities to present their training requests, discuss the budget allocated to their region, share local labour market information, and propose solutions. Participants include Northlands College and Can-Sask staff, community and First Nations leadership, economic development agencies and Community and Regional Economic Development Organizations (CREDOs), Metis and First Nations training and funding agencies, health districts, and industry.
- The College meets semi-annually with all northern training-related funding agencies to determine their priorities for funding and their financial commitments.
- The College also meets with committees or forums that represent target groups or industries in region. These include the Northern Labour Market Committee (NLMC) and its task-oriented subcommittees. Its subcommittees include regional training councils, industry subcommittees, and service subcommittees. The NLMC is the main forum in the north for government agencies, Aboriginal agencies, training agencies, and industries to address issues pertaining to employment and training. The goals and membership of the committee is included in the Appendices.
- Based on the communities' top priorities and the commitments of the funders, the Northlands College Board finalizes the priority list and develops the calendar for the upcoming year.

2 Population Trends and Challenges

- The Region

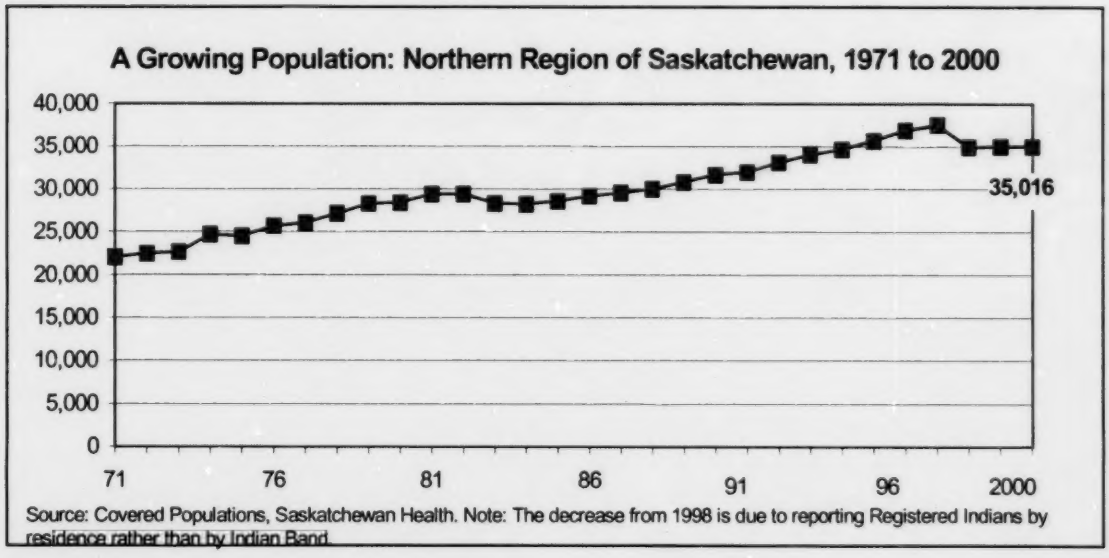
  ◊ The Northlands College region encompasses the northern half of Saskatchewan, approximately 300,000 square kilometres of forested land and lakes.

  ◊ This region falls within the boundary of the Northern Administration District as defined by the provincial department of Municipal Affairs, Culture and Housing, the same boundary used by the federal government for Saskatchewan Census District #18. Communities fall under the authority of 4 health districts: Mamawetan Churchill River, Keewatin Yathe, Athabasca, and Northeast (Cumberland House).

- The population

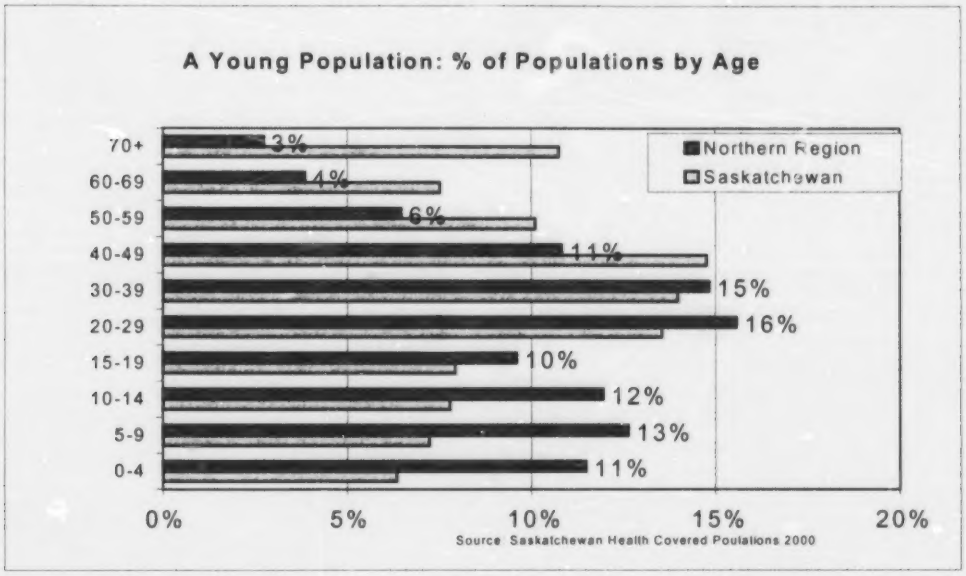
  ◊ According to Saskatchewan Health statistics for June 2000, 35,016 people reside in the northern half of Saskatchewan, representing 3% of the province's population.

  ◊ About two-thirds of the population live in 35 small municipal communities and one-third reside in reserve communities belonging to 12 First Nations.



Source: Covered Populations, Saskatchewan Health. Note: The decrease from 1998 is due to reporting Registered Indians by residence rather than by Indian Band.

  ◊ In contrast to the rest of the province, the population is young (46% under age 20) and growing (24% growth since the early 1980s).



◊ Aboriginal people form 81% of the population in northern Saskatchewan compared to 11% provincially and 3% nationally (Census 1996).

◊ The trend in the northern population, like the provincial trend, is an ageing population. Although the population is still much younger than the provincial population as a whole, the proportion of people aged 15 to 24 has fallen by 5% while the proportion of people aged 35 to 64 has increased by 4% since Census 1981. (See Table on page 14)

- Challenges

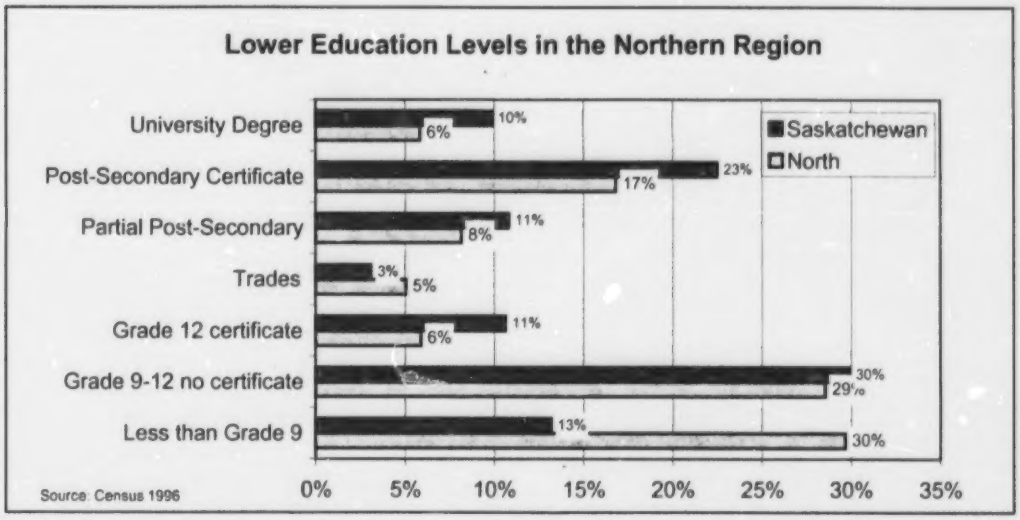
Geographic isolation and few economic opportunities in the region have contributed to barriers of poverty, unemployment, and low educational attainment.

◊ Census statistics depict many northern families managing on low incomes or incomes below the poverty line. The incidence of low income for private households is 34% compared to 18% provincially.

◊ Families are more often headed by a single parent than elsewhere in the province and families are larger. 24% of northern families are headed by a single parent compared to 13% provincially. Only 48% of lone-parents participate in the labour force compared to 65% provincially.

◊ Teen pregnancies account for 25% of births in the north compared to 10% for the province. Ninety percent of teen mothers are single. In northern Saskatchewan, births in girls age 10 to 14 is 6.3 times the provincial rate, and for 15 to 19-year-old girls is 3.8 times the provincial rate (Mamawetan Churchill River Health District, Saskatchewan Health).

◊ 30% of northern adults have less than a grade 9 education compared to 13% provincially, thereby lacking the minimum education to gain employment.



◊ Many northern communities lack the infrastructure to create jobs for their citizens. As a result, 45% of adults (age 15+) have dropped out of the labour force and the remaining 55% who are working or looking for work face unemployment rates 3 times the provincial average.

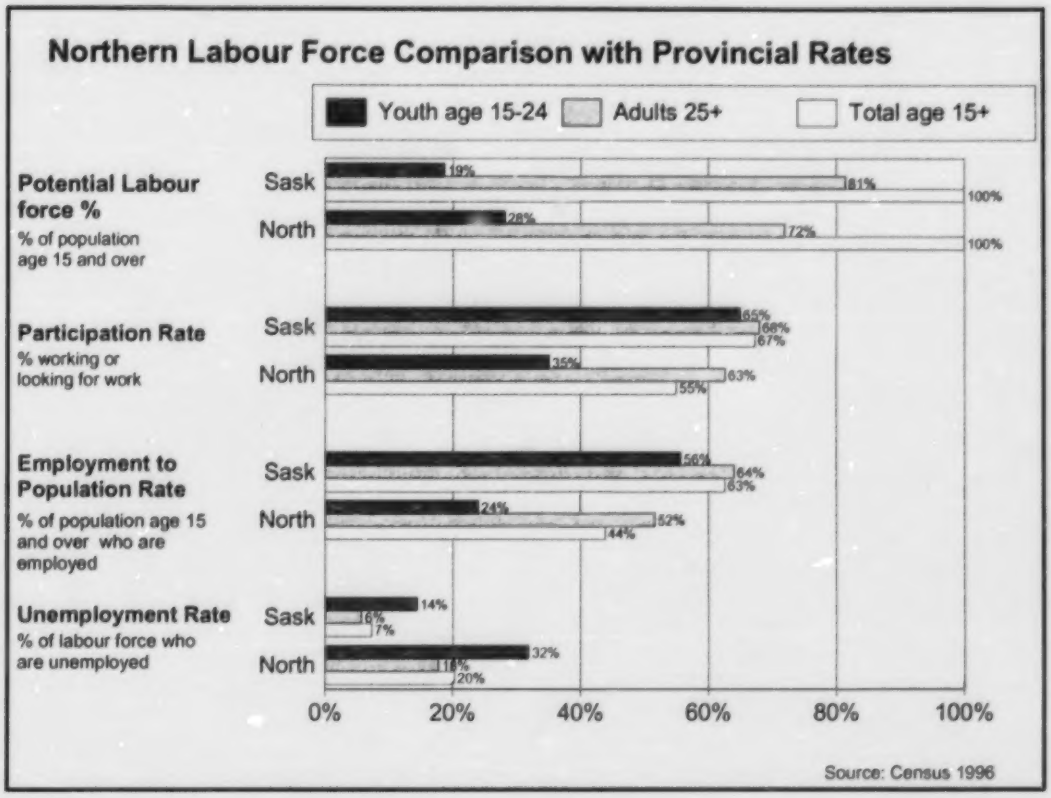
◊ The majority of employment for both males and females is part-time/seasonal work where they earn significantly less than the average provincial incomes.

◊ It is estimated that about one-third of all adults and children in the region receive social assistance. 6,093 people were receiving social assistance from the province in December 2000 of whom 45% were children under age 14 (La Ronge Planning Document, Human Resources Development Canada). It is estimated that First Nations' social assistance programs are supporting a similar number of people who live on reserves.

◊ Youth in the northern region are at a greater disadvantage than youth in other areas of the province. On average, northern schools have higher drop-out rates. A much higher percentage of girls in the north become teen mothers. And fewer youth age 15 to 24 are attending school than the provincial and national averages.

◊ The following graph depicts the differences between the northern regional labour force and the provincial labour force. Only 55% of people in the northern region participate in the workforce compared to 67% provincially, and they face 20% unemployment compared to 7% provincially. In the northern youth workforce age 15 to 24, two-thirds have dropped out of the labour force or have never entered the labour force. The one-third of northern youth who are participating in the labour force face 32%

unemployment compared to a Saskatchewan youth unemployment rate of 14%.

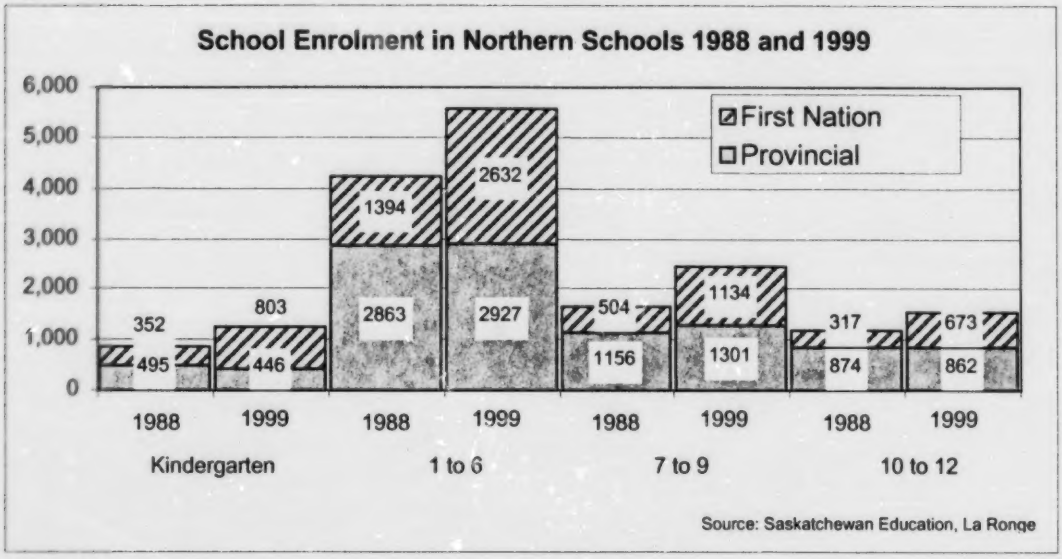


- Positive Trends

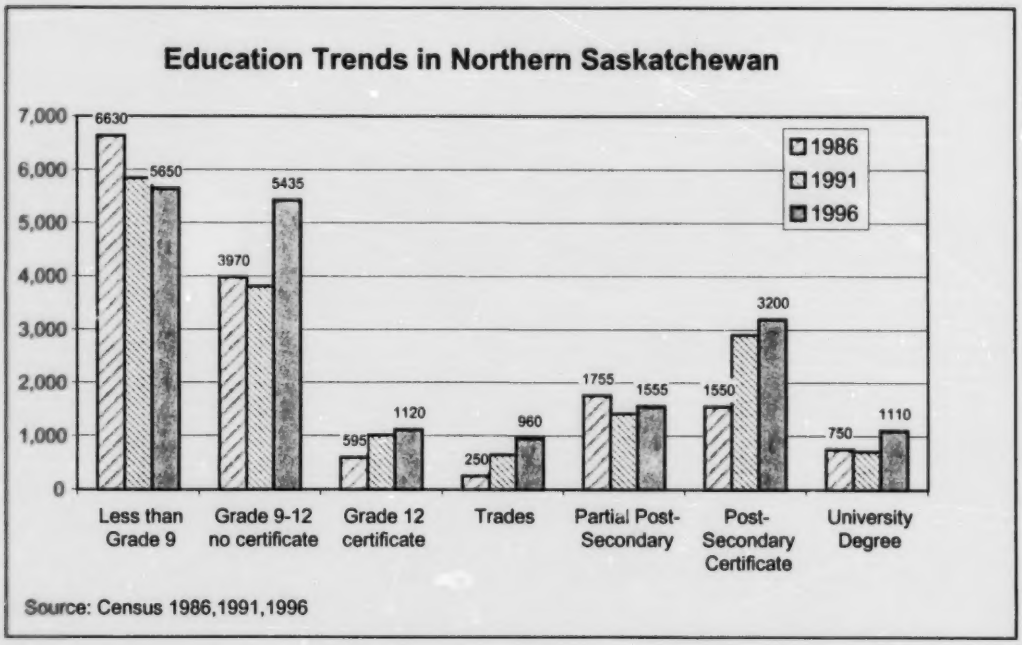
  Northern lifestyles are slowly improving as residents increase their education levels and as the northern economy continues to create opportunities for employment.

  ◊ The number of people receiving provincial social assistance has declined by 31% since December 1995 when 8,849 people were on provincial assistance (La Ronge Planning Document, Human Resources Development Canada).

  ◊ More schools are offering high school programs and young people are staying in school longer. While school enrolment has only increased by 3% in provincial schools since 1988, First Nations school enrolment has increased by 100%.



◊ The education gap between northern adults and provincial averages is shrinking slowly as more northern adults achieve post-secondary certification in trades, college, and university programs, as depicted by the following graph.



- The number of northerners who have less than a grade 9 education has decreased by

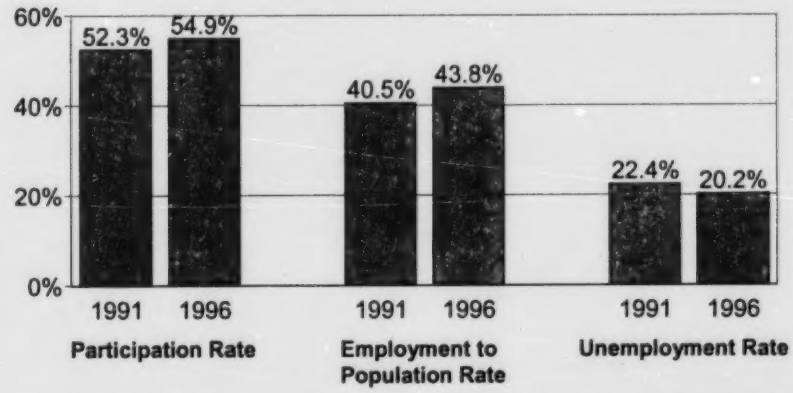
15%, indicating that more people are staying in school longer.
- The number who have achieved a grade 12 certificate almost doubled in 10 years.
- The number with Trades certificates/journey status has tripled.
- The number of northerners with a university degree has increased by 48%.
- The number holding a post-secondary certificate has doubled while the number with only partial post-secondary education has declined by 11%, indicating that more people are continuing their post-secondary education until certification/degree.

◊ The northern economy is growing along with the growing labour force and industries have been able to absorb new entrants into employment. In a 5-year period between 1991 and 1996, the working-age population (age 15 and older) grew by 16% to 19,035. In contrast, the number of people participating in the labour force (working or looking for work) increased by 22% to 10,445. (Census 1991,1996)

◊ All industries in the north during this same 5-year period experienced employment growth except public administration.

◊ Increasingly, northerners are getting the jobs in their region. The graph below comparing Census 1991 and 1996 shows an increase in participation rates in the labour force of 2.7%, an increase in employment rates of 3.3%, and a decrease in the unemployment rate of 2.2%.

More Employment and Participation in the Northern Labour Force



Source: Census 1991, 1996

- Important points and challenges in summary

Census 1996	Provincial/Northern Statistics	Important Points and Challenges
Land mass	The northern region encompasses 252,400 square kilometres of land or 44% of the province's landmass. There is 1 person per 10 square km compared to 30 people per 10 square km of land in the rest of the province.	• Isolated and small communities. • Higher costs of education and training program delivery due to distance and lack of facilities and services
Population	54% of residents in the north are under the age of 25 compared to 37% provincially	Large number of youth entrants into the labour market
Aboriginal Population	81% of the people in the north are members of First Nations, or are Non-status and Metis people compared to 11% provincially.	• Large number of Aboriginal youth entrants into the labour market • Fragmentation and duplication of services as a result of various agencies serving their specific client populations
Growth	The population in the northern region increased by 16% compared to provincial growth of .1% between Census 1991 and 1996.	• Future increased demand on education and training programs and services • Need for economy to grow to absorb new workers into the labour market
K-12 Education	• Over 80% of students are of Aboriginal ancestry in the north. • Increasing number of elementary students moving to First Nations schools • More students are staying in school longer and achieving Grade 12 diplomas.	• Declining enrolments in provincial schools and growth in First Nations schools • Increased demand for schools to offer full high school curriculum. • Future demand on post-secondary training programs and services
Post-Secondary Education	• 30% of the regional population has less than a grade 9 education compared to 13% provincially • Only 45% of youth are attending school compared to 58% provincially and 65% nationally	• People with low educational levels lack the skills to qualify for jobs. • The education gap is slowly narrowing as more people access adult education and training programs • There is a continued need for adult upgrading and literacy programs
Employment	• 55% of people age 15 to 64 participate in the labour force compared to 67% provincially. • 20% of the northern labour force is unemployed compared to 7% of the provincial labour force • 65% of youth have dropped out of the labour force compared to 35% provincially. • Most work is part time and seasonal.	• Northern industries have created new jobs to absorb the new labour force entrants and have slightly closed the employment gap since 1991. • Programs are needed to promote economic development and assist small businesses in order to increase job opportunities.
Income	• 32% of northern families have low incomes compared to 14% of the whole province's families • 52% of northern families had incomes under $30,000 compared to 43% for Saskatchewan. • 25% of incomes are from government assistance programs compared to 16% of incomes provincially.	Children living in poverty are at risk of continuing the cycle of low educational attainment and poverty
Socio-economic Conditions	• Single parents in the north make up 25% of all families compared to 13% provincially. • Teen pregnancies account for 25% of births in the north compared to 10% provincially. • It is estimated that 30% of people in the north receive social assistance, half of whom are children.	Many women in the north and young women in particular do not participate in the labour force.

- Table: Population Statistics from Census 1981 to 1996

Education comparisons For people age 15+	1981	% of Adults	1986	% of Adults	1991	% of Adults	1996	% of Adults	% change 91-96	% change 81-96
Less than Grade 9	6,640	43%	6,630	43%	5,840	36%	5,650	30%	-3%	-15%
Grade 9-12 no certificate	4,245	28%	3,970	26%	3,815	23%	5,435	29%	42%	28%
Grade 12 certificiate	615	4%	595	4%	1,015	6%	1,120	6%	10%	82%
Trades	315	2%	250	2%	650	4%	960	5%	48%	205%
Partial Post-secondary	1,495	10%	1,755	11%	1,415	9%	1,555	8%	10%	4%
Post-Secondary Certificate	1,280	8%	1,550	10%	2,905	18%	3,200	17%	10%	150%
University Degree	680	4%	750	5%	715	4%	1,110	6%	55%	63%
Total population 15+	15,270	100%	15,500	100%	16,355	100%	19,030	100%	16%	25%

By Occupation	1981	% of Adults	1986	% of Adults	1991	% of Adults	1996	% of Adults	% change 91-96	% change 81-96
Manager	685	8%	510	7%	730	9%	670	7%	-8%	-2%
Professional/health/teacher	1,465	18%	1,495	20%	1,645	21%	2,245	23%	36%	53%
Clerical	1,055	13%	755	10%	930	12%	815	8%	-12%	-23%
Sales	385	5%	430	6%	340	4%	475	5%	40%	23%
Service	1,110	13%	1,305	17%	1,310	17%	2,160	22%	65%	95%
Production/Processing	685	8%	635	8%	515	7%	370	4%	-28%	-46%
Construction	905	11%	925	12%	850	11%	935	10%	10%	3%
Transport	345	4%	315	4%	345	4%	635	7%	84%	84%
Farming	75	1%	75	1%	75	1%	45	0%	-40%	-40%
Mining/Trapping/Forestry	995	12%	675	9%	695	9%	1,150	12%	65%	16%
Other	545	7%	520	7%	475	6%	245	3%	-48%	-55%
Total Labour Force *	8,250	100%	7,640	100%	7,910	100%	9,745	100%	23%	18%

*1981 is prior to the decline of Uranium City from mine closure

By Industry	1981	% of Adults	1986	% of Adults	1991	% of Adults	1996	% of Adults	% change 91-96	% change 81-96
Natural Resources	1,990	24%	935	12%	1,135	14%	1,375	14%	21%	-31%
Manufacturing	345	4%	520	7%	200	3%	530	5%	165%	54%
Construction	745	9%	550	7%	495	6%	630	6%	27%	-15%
Transportation & Utilities	625	8%	680	9%	580	7%	770	8%	33%	23%
Trade	855	10%	810	11%	835	11%	1,020	10%	22%	19%
Finance/Real Estate	115	1%	75	1%	85	1%	120	1%	41%	4%
Services	2,105	26%	2,635	35%	2,575	33%	3,700	38%	44%	76%
Public Administration	1,455	18%	1,430	19%	2,005	25%	1,590	16%	-21%	9%
Total Labour Force	8,235	100%	7,635	100%	7,910	100%	9,735	100%	23%	18%

Population By Age	1981 Total	1981 % of total	1986 Total	1986 % of total	1991 Total	1991 % of total	1996 Total	1996 % of total
0-4	3,465	14%	3,655	14%	4,095	15%	4,285	14%
5-9	3,335	13%	3,055	12%	3,410	13%	4,205	14%
10-14	3,205	13%	3,080	12%	2,840	11%	3,560	11%
Subtotal under 15	**10,005**	**40%**	**9,790**	**39%**	**10,345**	**39%**	**12,050**	**39%**
15-19	2,970	12%	2,875	11%	2,645	10%	2,850	9%
20-24	2,555	10%	2,425	10%	2,365	9%	2,490	8%
25-34	3,985	16%	3,985	16%	4,380	16%	5,020	16%
35-44	2,205	9%	2,430	10%	2,885	11%	3,700	12%
45-64	2,665	11%	2,775	11%	2,965	11%	3,685	12%
65+	910	4%	1,060	4%	1,140	4%	1,315	4%
Subtotal 15 and over	**15,290**	**60%**	**15,550**	**61%**	**16,380**	**61%**	**19,060**	**61%**
Total	**25,295**	**100%**	**25,340**	**100%**	**26,725**	**100%**	**31,110**	**100%**

3 Industry and Training Trends

3.1 Mineral Sector - Mining

- Leaders in international markets

  ◊ Saskatchewan is the world's leading producer of uranium, with northern mines accounting for approximately 30% of world uranium production and 100% of Canada's uranium production.

  ◊ Saskatchewan has two of the largest and richest uranium deposits ever discovered – McArthur River and Cigar Lake.

  ◊ Saskatchewan's mining sector utilizes advanced technology and equipment and is recognized as being one of the most technologically advanced in the world.

  ◊ The provincial uranium industry is one of the most closely regulated and monitored industries in the world.

  ◊ Saskatchewan's uranium mines are recognized in Canada and around the world for their strategies for recruiting and training Aboriginal workers and for being leading industrial employers of Aboriginal people.

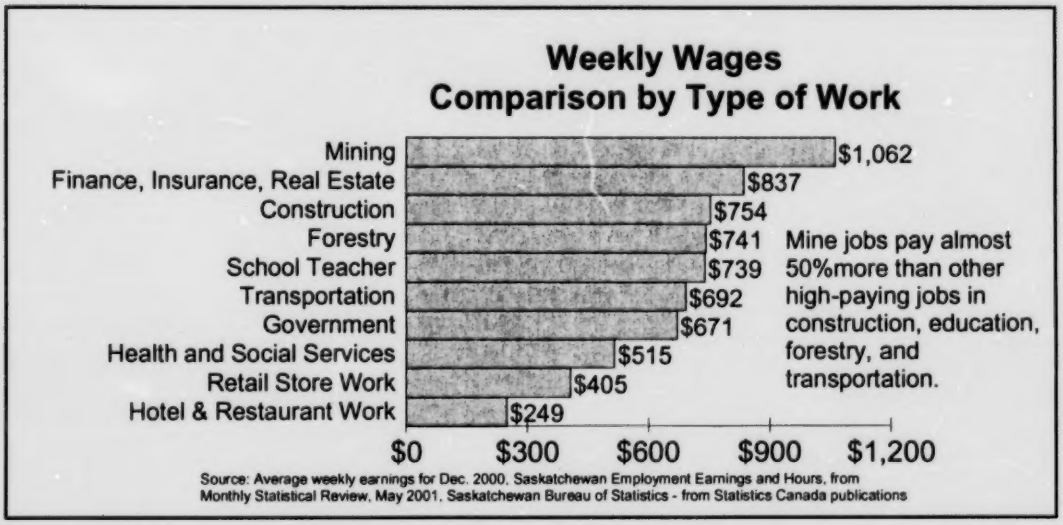
- Benefiting local people and businesses

  ◊ Mining companies are the largest employers in northern Saskatchewan, creating over 2,200 direct and secondary jobs. Half of all jobs are filled by workers from northern Saskatchewan.

Mining Sector Employment by Type of Employer	**Total Employment**	**Northern Employment**
Mining companies in northern Saskatchewan	1150	550
Saskatchewan mine employment at Flin Flon, Manitoba	300	300
Contractors in catering, janitorial, security, and underground mining	300	175
Trucking contractors	120	50
Construction contractors for new mines and renovations	75	25
Indirect employment from fuel and transportation suppliers	300	30
Approximate employment in mining sector	**2,245**	**1,150 = 51%**

◊ The value of mine production in the north is $510M, generating about $30M in northern royalties for the federal and provincial governments.

◊ The mining sector pays higher wages to its workers than any other sector. Average weekly earnings are $1,062, almost 50% higher than other high-paying jobs in construction, forestry, teaching, and transportation, as shown in the graph below.

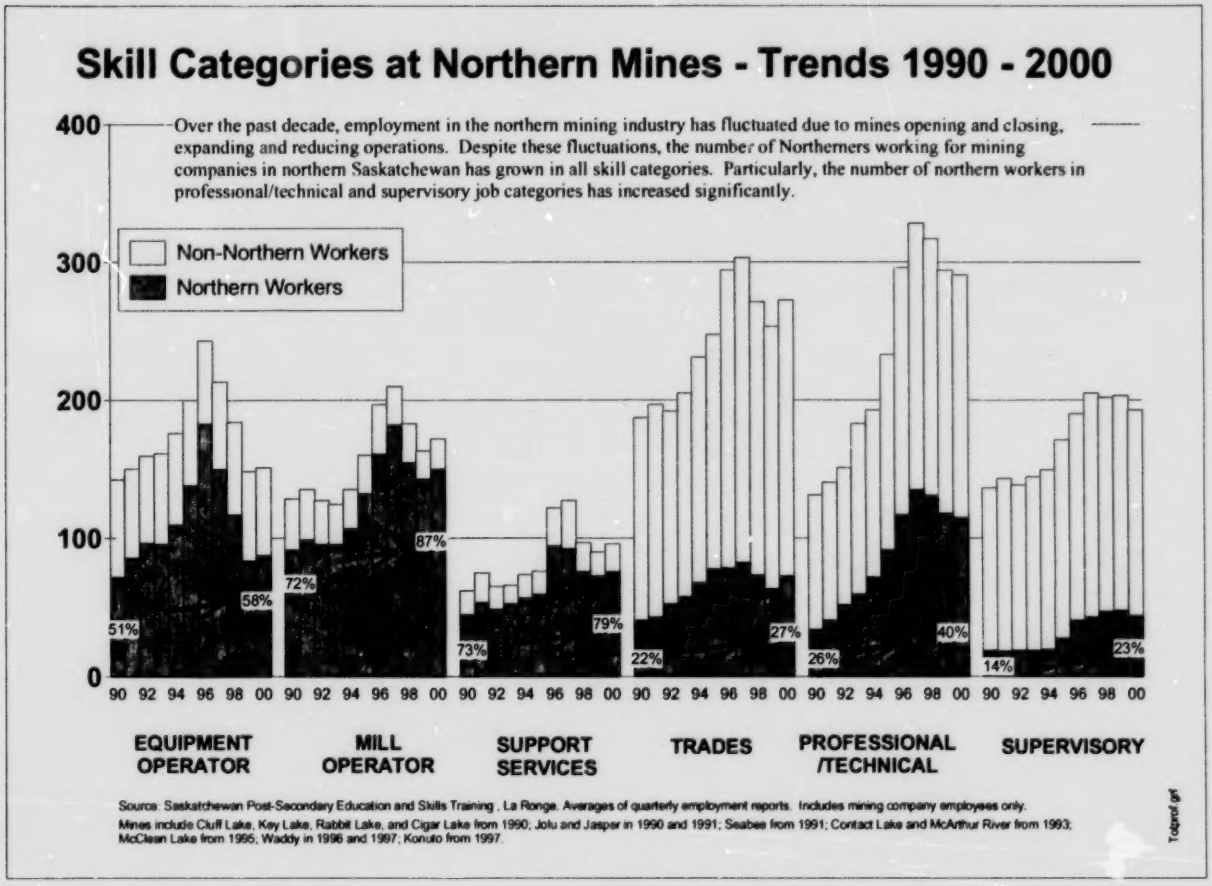


◊ In 2000, mines in the north paid $146 M to northern residents, which represented almost half of the mines' total expenditures. Of this amount, $23 M was paid towards wages of northern employees, and $123 M was paid for goods and services from northern Saskatchewan businesses and joint venture companies.

- Partners in successful training strategies
-

◊ Human Resources Development and Multi-Party Training Plan agreements between the governments, mining companies, and training institutes have resulted in more jobs for northern people, particularly Aboriginal northerners. Northern participation in the mine workforce increased from 39% to 47% since 1990 and 80% of northern workers are of Aboriginal descent.

◊ Northern workers participate at higher skill levels than 10 years ago as the graph below shows. Northern participation in technical jobs has increased from 26% to 40%, and in supervisory jobs from 14% to 23%.


Skill Categories at Northern Mines - Trends 1990 - 2000
Over the past decade, employment in the northern mining industry has fluctuated due to mines opening and closing, expanding and reducing operations. Despite these fluctuations, the number of Northerners working for mining companies in northern Saskatchewan has grown in all skill categories. Particularly, the number of northern workers in professional/technical and supervisory job categories has increased significantly.
Non-Northern Workers
Northern Workers
400
300
200
100
0
51%
58%
72%
87%
73%
79%
22%
27%
26%
40%
14%
23%
90 92 94 96 98 00
EQUIPMENT OPERATOR
MILL OPERATOR
SUPPORT SERVICES
TRADES
PROFESSIONAL /TECHNICAL
SUPERVISORY
Source: Saskatchewan Post-Secondary Education and Skills Training , La Ronge. Averages of quarterly employment reports. Includes mining company employees only.
Mines include Cluff Lake, Key Lake, Rabbit Lake, and Cigar Lake from 1990; Jolu and Jasper in 1990 and 1991; Seabee from 1991; Contact Lake and McArthur River from 1993; McClean Lake from 1995; Waddy in 1996 and 1997; Konuto from 1997.
Tobprof.gxf

- Overcoming challenges

  ◊ New mines are primarily underground rather than open pit as in the past and require a smaller workforce but one with higher skill levels to operate non-traditional, more technical mining equipment and processes.

  ◊ Fewer mill operators are required because new mines at McArthur River, Cigar Lake, and Midwest will utilize mills at existing mine sites. Using existing mills maintains the jobs at those mine sites and reduces the need for additional tailings management facilities.

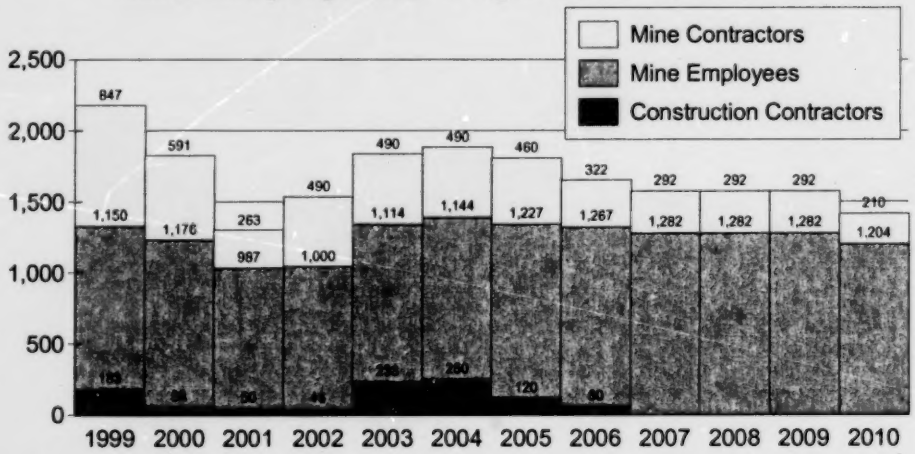
  ◊ Ongoing low market prices for uranium, gold, and base metals are forcing companies to make their operations more cost efficient (Seabee Mine and Hudson Bay Mining and Smelting), to close or slow down activities at lower grade operations (Cluff, Konuto, and Rabbit Lake) and to delay construction of new mines (Cigar Lake). Cameco has also diversified its operations by investing in Bruce Power in Ontario, thereby linking its mine production and its conversion facilities with an exclusive supply contract for the Bruce nuclear reactors.

  ◊ The outlook for uranium and gold markets is for a continuation in the near-term of near-historic low prices. Cameco's annual report says that since 1996 the price of gold has

fallen by 25%, a result of some banks outside the European agreement continuing to sell off their reserves, flooding the market and depressing the price. Gold is becoming valued as a commodity like any other metal rather than for national provisions against inflation. In the uranium sector, about 88% of our uranium is shipped to other countries for the generation of electricity. Prospects for higher levels of demand in the long-term were strengthened in May 2001, with President Bush's announcement of a national energy policy. The policy supports tax incentives for and construction of nuclear generation plants as part of a diversified energy supply program to ensure adequate electricity for the United States. Other positive trends in the United States for the long-term include improvements in performance of existing reactors (generating more power at lower costs) and new long-term operating licenses. In Europe, plans to phase out nuclear reactors have been put on hold or delayed due to lack of emissions-free replacement energy and in the Far East new reactors are in the planning and construction stages.

- Positive long-term employment prospects

  ◊ Mining companies have managed to weather low market prices and stay in operation by lowering production costs and downsizing their workforces. As a result, even with no new mines coming on-stream, mine employment is expected to remain fairly stable as the chart below projects.



Employment by mining companies in northern Saskatchewan is expected to stabilize at about 1,600 workers and remain fairly constant over the next decade.

The projection is based on construction starting at Cigar Lake in 2003 and production in 2005, mining restarting at Rabbit Lake in 2002 for 4 years and milling in 2003 for 40 years, Cluff closing in 2002, Konuto restarting in 2003 after closure in 2001-2 Source: Post-Secondary Education and Skills Training, La Ronge as of May 2001. Best estimate based on information from mining companies.

- Potential for new mines

  ◊ Low market prices are discouraging investors, which in turn diminishes the capital available for exploration and mine development. However, when market prices improve

several mineral deposits offer potential for future mines.

- The La Rocque and Moore Lake uranium prospects look promising in the Athabasca basin.
- McIlvenna Bay (Hanson Lake) zinc deposit may be test-mined in 2001 to further define the reserves as the company negotiates funding for mine construction.
- Leader continues to define the Knife Lake copper/silver deposit.
- Claude Resources has plans to define reserves at its Amisk/Laural Lake gold property. In 2000, its option agreement with Cameco and Husky to bring the property into commercial production by 2005 was extended for one year. Claude's purchase of nearby Tartan gold mine/mill in 1998 enhanced the prospects of the project.
- Greater Lenora and CanAm Construction of La Ronge reached an agreement in late 2000 to mine a small open pit mine at Goldfields (near Uranium City) and they are currently updating the EIS with new mining descriptions.
- Discoveries of rare earth elements near Uranium City, platinum group metals north of La Ronge, and silica sands near Creighton offer possibilities for future developments and employment.

- Overview of current mine operations

Mine Site	Overview of Mining Operations
McArthur River/Key Lake	McArthur is the largest high-grade uranium deposit in the world. Production commenced at McArthur in November 1999. During mine commissioning improvements were made in underground ore storage, the grinding circuit, and ore handling. Mining method is non-entry, remotely-controlled raisebore mining to minimize workers' exposure. The mine reached its designed production capacity early in 2001. It has reserves to last for at least 25 years. Ore is transported to the mined-out Ke y Lake operation where it is diluted with the remaining low-grade Key ore stockpiles and milled. Cameco is undertaking mill-scale tests of recovered products from its refining and conversion plants in Ontario. McArthur extends the life of the mined-out Key Lake operation and reduces the number of milling and tailings facilities in the north.
Rabbit Lake/Cigar Lake	Cigar Lake is now developing a detailed plan of engineering and construction activity, which is required by the regulatory agencies. The plan will be submitted by early 2002 and the company anticipates construction approvals later that year. Subject to market conditions, during 2002 site activity will include an expansion of the camp, sewer upgrades, and a pilot hole for the new shaft. Construction will likely commence in 2003 until 2004, with capital costs anticipated to be $250M. During this period, the McClean Lake mill will be expanded at a cost of $50M in order to handle Cigar Lake's ore slurry and 43% of the yellowcake. Production will commence at Cigar Lake in early 2005. During 2006, the Rabbit Lake mill will also be upgraded at a cost of $20M to process 57% of Cigar Lake's yellowcake. Cameco will apply to regulators to become the operator of the project by about the end of 2001. At full production Cigar Lake is expected to produce 18M pounds U3O8 annually for 11 years and, in Phase II, 6M pounds for a further 28 years. Because of depressed uranium prices and to bridge the transition to Cigar Lake, operations at Rabbit Lake's Eagle Point underground mine were suspended in 1999, leaving the mill to process stockpiled ore. About half of the workforce was laid-off at that time. In mid-2001, milling was also suspended and mill workers were laid off. Some workers remain on site to undertake special cleanup, decommissioning and other projects. As well in 2001, Cameco will

Mine Site	Overview of Mining Operations
	seek regulatory approval of a revised mining plan for Eagle Point to mine the remaining 19M pounds of reserves (about 2-3 years worth of ore) in order to bridge ore production until Cigar is producing. Subject to approvals and market conditions, Eagle Point will resume mining in the first half of 2002 and the mill will be restarted about 3 months later
McClean Lake	Ore was mined out of the Jeb ore body in the mid 1990s and the pit was developed as a tailings facility. Open pit mining of the 3 Sue ore bodies is in progress until about 2003. A new large pit, located partially on Cameco land, will be defined this year to determine feasibility. Cogema also holds the nearby Midwest and McClean underground ore bodies, which are expected to be mined in the next decade. The mill started processing in summer 1999 and was fully commissioned by spring 2000, producing 6M lbs U3O8/yr. Cogema has requested approval to mill 8M lbs/yr. If the owners of Cigar Lake decide to proceed, some renovations would commence to expand the mill's capacity in order to mill a portion of Cigar's ore.
Cluff Lake	Originally scheduled to close in 2000 when its tailings facility reached capacity, operations have been extended through 2001 due to higher ore grades, allowable capacity in the tailings area, lower production costs and improved productivity. Mining in the underground WDJ deposit will continue to at least mid-2001 and milling until the end of 2001 or until all ore has been processed. The mill reverted to half-time operations in spring 2000. More reclamation projects will be undertaken this summer. In 2002, some workers will be retained to undertake further reclamation/decommissioning projects, which Cogema will discuss with Canadian Nuclear Safety Commission this summer. Significant resources still remain in the West DJ. Definition drilling in part of WDJ was followed by surface exploration drilling in February.
Seabee Gold Mine	Seabee, the only operating gold mine in Saskatchewan, is in its 10th year of operation and has produced over 480,000 oz. Mining and development for 2001, undertaken by Claude's Centaur mining division, will come predominantly from surrounding Currie Rose property. A shaft provides access to the underground deposits. In mid-2001, production will commence in a new higher-grade stope. By late 2001, Seabee will undertake definition drilling and development at the 340 and 400 levels. Exploration and drilling around its current mine workings continue to find replacement reserves to match or better the annual extraction rate. A new vein with modest gold values located just north of the mine will be further defined with diamond drilling. In order to keep operating costs low, the workforce was downsized slightly in early 2001.
Hanson Lake Sand Corporation	In early 2001, Daren Industries completed construction of its $3.6M lab/processing facility for washing and drying silica sand. The facility and near-by quarry are accessed by a road built last fall jointly with Foran for its McIlvenna Bay project. The sand is cleaned then trucked to Meath Park to a transfer facility from where it is moved in larger loads to the main distribution centre at Medicine Hat. Medicine Hat is a supply centre for the oil and gas industry, the main consumer of the product. About 15 people are employed at the site, primarily equipment operators, mechanics, and lab workers. The life of the operation is estimated at 10 years.
Hudson Bay Mining & Smelting	Due to low copper and zinc prices and high operating costs, HBM&S closed its only Saskatchewan operation, Konuto Mine, for June and July. It re-opened in August. The company also cancelled its Saskatchewan/Manitoba exploration program for 2001. The small Konuto underground copper mine near Denare Beach has been in operation since mid-1999 and employs about 80 workers. Its reserves are estimated at 4 more years. HBMS has 2 other operating mines in the Flin Flon area, one in northeast Manitoba, and the 777 to be in production in 2004. The company will downsize its workforce at Flin Flon in 2001 as a result of new technologies in the newly renovated and expanded mill, which will require fewer workers.

Mining Sector Forecast

- Uranium, gold and nickel producers are weathering low market prices by reducing production costs and downsizing their workforces: employment in the mineral sector, therefore, is expected to remain lower but stable for the next few years.

- The mines operate under a "northern preference" strategy, which has created training and employment opportunities in the mineral industry for local residents. It provides employment for over 1,100 northerners, wages in excess of $23 M to northern workers and $146 M to northern companies and joint ventures.

- Northerners must learn new skills to adapt to the changing mining methods and technologies in the industry. New high-grade underground mining machines and computerized process control require fewer workers but workers with higher-skill levels than the previous open-pit mines. New mines are utilizing existing mills at other mine sites, requiring more trained truck drivers to transport the ore to mills.

Labour market demand	**Course offerings 2001-2002**
Underground Miners	**Multi-Party Training Plan:**
Remote Operator of Underground equipment	Skill Training
Mine Engineers	Carpentry II and III
Millwrights	Mine operator for Oil Sands
Electricians	1A Driver training
Radiation/Environmental Monitoring Technicians	Literacy, Upgrading and Re-medial Studies
Chemists	Pre-Technologies /Post-Secondary Prep (High school math and sciences)
Geologists	
Metallurgists	Pre-Apprenticeship Trades
Geophysical Surveyors	
Computer skills for monitoring and drafting	Re-training
Supervisory skills	Workplace Education Upgrading
Basic education and literacy	
Truck drivers	
Declining occupations:	University: science and engineering classes
Heavy equipment operator	
Mill operator	

3.2 Mineral Sector - Exploration

- Declining exploration trend
-
  - ◊ In 1993, 3.5% of Canada's exploration was undertaken in Saskatchewan. Since then, Saskatchewan's share of exploration has declined to 1.5%.

  - ◊ Junior companies are now playing a larger role in exploration than the major companies

but they face difficulties of financing because of poor prices on the stock market. As well, they don't have the research staff that is available to the large companies.

◊ Because the mineral industry in northern Saskatchewan is dependent upon uranium (90% of our production value), the low uranium prices are affecting levels of exploration.

◊ Because the number of mineral claims was very low in 2000, low levels of exploration are expected to continue in the short term in northern Saskatchewan. (The number of mineral dispositions/claims that are issued predicts the level of exploration activity for the following 2 years.)

◊ Surface exploration expenditures for traditional commodities of uranium and gold continue to be low because of continuing low commodity prices, difficulties for junior exploration companies in raising money on the stock market, and the shift in focus to other "frontier" countries.

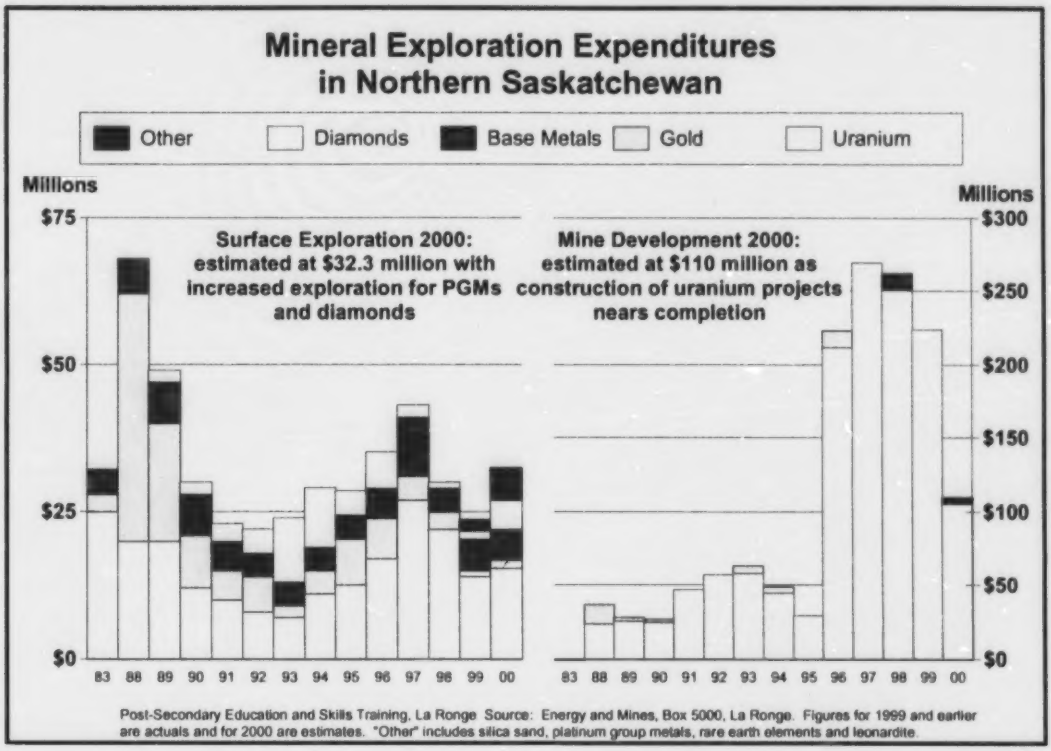
◊ Other commodities are being explored such as platinum group metals, diamonds, rare earth elements, and base metals. However, not enough is being spent to find a mine in the near future, which would help the north diversify and provide revenue and jobs.

◊ Because of the long lead-time from discovery to production, the producing mines are committed to exploration in order to replenish their mines' resources. However, because of low commodity prices, they have all reduced the levels of exploration activity and funding in order to focus on those prospects closest to their mines.

- Financial benefits still substantial
  - ◊ As shown in the graph below, mineral exploration during 2000 is estimated at $32.3M. The increase in exploration expenditures is the result of more activity in searching for PGMs and diamonds – expenditures for gold, uranium and base metals remained low. Development expenditures declined to an estimated $110 as construction of new mines at McArthur, McClean and Konuto neared completion.

  ◊ Mineral exploration activity for uranium by both junior and major mining companies is estimated at $15.4M and was focused south of Cluff Lake and along the eastern edge of the Athabasca basin at La Rocque and Moore Lakes. Base metal exploration totaled $5.3M and was focused in the Creighton area. Gold exploration totaled about $1.4M and was mostly undertaken by Claude around its Seabee properties. A resurgence of exploration for diamonds took place around Candle Lake and Fort a la Corne areas and expenditures totaled $4.9M. Expenditures for platinum group metals around Rottenstone Lake and west and south of Reindeer Lake are estimated at $4.5 M.

  ◊ Exploration provides seasonal employment for northerners at all skill levels from cooks, driller helpers, and linecutters to geophysical survey operators and geologists. Exploration activity also generates contract work in air and truck transportation, fuel and supplies.



- Overview of advanced and new exploration prospects

Minerals	Location	Overview of Exploration Projects
Uranium	La Rocque Lake	Cameco is focussing its exploration funds on higher-grade economically attractive and advanced prospects like La Rocque Lake in the Athabasca basin.
	Moore Lake	A $10M geophysical and diamond drilling project will be undertaken during 2001 at JNR Resources' Moore Lake property near Key Lake. The program is being funded by Kennecott Canada Exploration, which elected to increase its interest in the Moore Lake project to 65%. Kennecott may elect to increase its interest to 70% by spending an additional $100M or by bringing the property to production. So far, the grade of ore is low but the deposit is large. Kennecott, a UK company, estimates that 20% of its Canadian budget is being targeted to Moore Lake.
Gold	Seabee area	Claude has committed its funding to those programs fundamental to Seabee's immediate well-being. Several promising veins were identified in 2000 at nearby Porky and Pine lakes, Currie Rose property and just north of the mine. Follow-up drilling is required on all veins.
	Amisk/Laurel Lake	Claude's Amisk/Laurel Lake project, optioned from Cameco and Husky Oil, is located 25 km west of Creighton. Should cash flows permit, Claude will undertake more diamond drilling and an underground bulk sample during 2001. Claude can earn a further 35% by spending $14M or by bringing the property to production by 2005. Claude recently received a one-year extension of its work commitment on the property. In 1998, Claude purchased the nearby Tartan mill and tailings facility, now in care and maintenance mode, which would process the mine's ore.

Minerals	Location	Overview of Exploration Projects
	Goldfields project	In mid-1999, Greater Lenora Resources postponed its Goldfields project near Uranium City for a year due to low gold prices. In mid-2000, the company announced an agreement with CanAm Construction of La Ronge to construct and operate the open pit Box mine. CanAm is willing to participate in financing the project. The planned open pit is larger than that described in the EIS and the companies are currently revising a draft EIS to final format and completing financing documentation.
Base Metals	Foran's McIlvenna Bay	Foran has an option to earn 100% interest in McIlvenna near Creighton from Cameco; the due date for a final payment of $7M has been extended to October 2001. An access road was completed in Sept. and Foran continues to urge SaskPower to develop the electrical infrastructure as a means of stimulating economic development. During 2000, Foran's diamond drill program identified further reserves. The company is seeking investors for an underground test mine, which has been approved by government. Phase one of a development plan consists of construction of a test mine over the next 2 years, completion of the EIS and feasibility study, drilling, and 2 bulk samples. With a capital cost of $58M, a zinc mine could be in production by mid-decade. It would have an 11-year life with great potential for longer. A shaft could be delayed until year 7 to 9 of production by the utilization of ramps and underground haulage trucks. Employment during mine development would be 70 full time jobs. Employment during operations is estimated at 380 full time jobs.
PGMs	Rottenstone Lake	Uravan Minerals recently gained the mining giant BHP Diamonds as a joint venture partner in its Rottenstone nickel/copper mine, which operated in the 1960s. Uravan has identified through drilling and airbourne surveys a small but high-grade deposit of platinum group minerals on the property. Market prices for PGMs are high and are expected to remain high because of a growing demand for the minerals in such diverse uses as jewelry, auto catalyst converters, LCD glass, computer hard drive storage, electronics, cell phones, and fuel cells.
Rare Earths	Hoidas Lake	Great Western Gold drilled 20 holes near Uranium City in spring 2001 to determine the extent and grade of the deposits of rare earths. The company will undertake metallurgical testing, further prospecting, and a geophysical program. The company reports that a 200 tonne/day mine would be feasible if the formation contains over 200,000 tonne of ore. The elements are used in medical imaging devices, rechargeable batteries, and fuel cells.

- Government implements strategies to encourage exploration
  - ◊ Governments can do little to change commodity prices, fuel costs, competition, interest rates or environmental standards; however, the government can encourage exploration by changing legislation, improving land access and taxes, and marketing. Since 1993, the provincial government has supported the Multi-Party Training Plan for the mineral sector and in 1999 implemented a new royalty reduction for gold and base metals exploration to attract new investment into the province's north and help make existing operators more competitive.

  - ◊ In 2000, the provincial government conducted a $2.2M geoscience program to encourage exploration in the province. During 2001, the province will undertake another geoscience airbourne survey at a cost of $1M to update their geoscience database. Geoscience is the research, mapping and collection of technical data used in mineral and petroleum exploration. Energy and Mines compute that each $1M spent on geoscience generates

$5M in exploration and the creation of 100-200 jobs.

◊ To promote investment in the province, in late 2000, the government implemented a temporary 10% tax credit on purchases of flow-through shares of eligible mineral exploration companies. The program parallels the new 15% federal mineral exploration program and is available to Saskatchewan income tax payers until January 2004.

◊ In spring 2001, the province announced several initiatives aimed at reducing the cost and the red tape of exploration in Saskatchewan including a 50% decrease in the cost of registering a mineral permit and the development of a joint government-industry committee to ensure streamlining of regulatory processes. Changes are also planned to the Mineral Disposition Regulations to clarify and update the land administration system. These initiatives will help to reduce the long periods that leases/claims can be held without additional work; ensure RAN protected areas and land use zoning plans are well thought out; address the long approval process of Fisheries and Oceans; and reduce duplication of regulations with Canadian Nuclear Safety Commission. Government is also studying reducing fuel tax for off-road exploration vehicles.

◊ The provincial government will also attend more conferences and keep their website current in order to market Saskatchewan's exploration potential in other provinces and countries.

◊ The department of Energy and Mines is recommending that a Prospectors Assistance Program be included in the Provincial Economic and Northern Strategies. The program would consist of a grant for prospectors (estimated maximum of $5,000 with matching sweat equity from the prospector) and prospectors training schools.

Mineral Exploration Sector Forecast	
• Saskatchewan has been gradually losing its share of exploration within Canada. To improve Saskatchewan's image as an exploration destination, the provincial government implemented tax incentives to promote investment, improved the geoscience resources available to exploration companies, and reduced costs and red-tape for exploration companies. • Two forces are affecting both mining and exploration: prevailing low prices which usually decrease exploration activity are being offset by the need to replenish the resources of existing mines.	
Labour market demand	**Course Offerings 2001-2002**
Careers involving training-on-the-job: Diamond drillers Line cutters Camp Cooks Higher skill occupations: Geologists Geological technicians and surveyors Mine, metallurgical and geological engineers Computer processing and scientific analysis	**Multi-Party Training Plan:** Adult 12/Pre-Technologies University courses in science and engineering

3.3 Oil and Gas Sector

- Saskatchewan sets record gas drilling and oil production

  ◊ Saskatchewan is the second largest oil producer in Canada after Alberta, producing approximately 20% of total Canadian production. It is estimated that approximately 80% of Saskatchewan's oil potential has already been discovered. Therefore, a large part of the future for the industry is tied to improving recoveries from existing pools. Heavy oil offers the greatest potential for expansion, however, development of heavy oil will require aggressive research of new, cost effective oil recovery methods.

  ◊ About 20% of Saskatchewan's production is currently used within the province, 60% is exported to the United States, and the remainder is used in eastern Canada and Alberta.

  ◊ Nearly 500 oil and gas companies operate in Saskatchewan on behalf of more than 1,800 working interest owners.

  ◊ The high oil and gas prices in 2000 resulted in an all-time high of gas well drilling. Oil well drilling also increased as did oil production. The Saskatchewan oil patch is predicting another active year for 2001.

  ◊ Although oil and gas drilling in northern Saskatchewan was unsuccessful a couple of years ago, northerners could still benefit from employment opportunities if they are willing to be mobile. The Canadian Association of Oil Well Drilling Contractors reports a huge labour shortage in western Canada and is actively recruiting young men with a mechanical aptitude willing to work long hours, and often in remote areas. The hourly wage ranges from $18 to $27/hour.

- Alberta oil sands predicted to create 50,000 new jobs across Canada

  ◊ While mineral exploration and mining in northern Saskatchewan are slowing down because of low prices and lack of investor confidence, the oil sands across the border in Alberta are undergoing a huge expansion with over 50 new projects announced, over $33 billion in investment, and 50,000 new job opportunities across Canada.

  ◊ Expansion in the oil sands was made possible by new technologies that have drastically reduced production costs, reduced energy use and improved environmental performance. As well, the Alberta government implemented a tax and royalty regime to act as a catalyst for the new developments.

  ◊ Employment in the Fort McMurray area will peak in 2002 and again in 2006. Over 6,000 new jobs will be created directly at the oil projects, with at least an equal number being created indirectly in municipal and service industries.

- Oil sands employment for Northern Saskatchewan
  - ◊ Residents across the border in northwest Saskatchewan may be able to access some of the jobs if barriers of lack of road access, limited housing, and low education and skill levels can be addressed.
  - ◊ Nine of the major oil sands companies have a commitment with 5 local First Nations to help build the local capacity of their residents and communities. Some of the companies, like Suncor and Syncrude, also have made commitments to improve employment and contract opportunities for Aboriginal people.
  - ◊ Like the uranium industry, state of the art technology has taken over from traditional methods. The outcome is higher worker productivity, fewer workers, and higher skill levels. Skill shortages include trained equipment and process operators, instrument technicians, chemical technologists, mechanics, engineers and geologists.
  - ◊ Most of the projects have made commitments to give first preference to residents of the Fort McMurray area. However, the combined labour need of all the projects is so huge that the Education and Jobs Subcommittee in Fort McMurray estimates that only 40% of jobs will be filled by Albertans. Training institutes like Keyano College face capacity problems and cannot meet the demand for training.

- Overview of some developing and planned oil sands projects

Around Fort McMurray	Overview of Oil Sands Projects in Planning or Development	Employment/ time lines
Suncor	The construction of the $2.2 billion plant expansion called Project Millennium is on schedule for commissioning in late 2001 and is expected to reach full production in 2002, doubling its 1999 production. During Phase One of the new project in 2001, Suncor will improve processes and increase plant capacity. Phase Two in 2002 calls for further development of Steepbank Mine to extend its life to 2026, expansion of the upgrader, and increasing power supplies. Construction jobs are estimated at 3,000. Most recruitment for the 400-800 operational jobs will take place in 2001. Half the jobs are in mining such as heavy equipment and process operators. Other skill needs include welders, millwrights, electricians, heavy equipment mechanics, engineers, technicians and management. Suncor is seeking regulatory approval by mid-2001 for the Firebag project, a $450M steam injection oil sands project near Fort McMurray. Construction would start as soon as approvals are received. Employment during construction will peak at 550 direct on-site jobs. Production for Stage 1 is planned for 2004, creating 40 operating jobs. The company is planning future development and production for stages 2-4.	Project Millennium: 2001-2: Construction workers: 3,000 2001-2002: production workers: 400-800 Firebag: 2001-2003: Construction workers: 550 2004 Production workers: 40
Syncrude	Syncrude has now completed 2 stages of a 4-stage $8 billion, 11-year plan to 2007 which will see its oil production double. Stages 3 and 4 from 2000 to 2007 entail more investment in the Aurora mine which opened in 2000. Work includes installing hydrotransport trains, more mine development, and 2 expansions of its centralized upgrader. Jobs to be filled include heavy equipment and process operators, welders, crane operators, information systems technicians, and mining, chemical, mechanical and electrical engineers.	2001 Production workers: 120-140

Around Fort McMurray	Overview of Oil Sands Projects in Planning or Development	Employment/ time lines
Shell	Construction of Shell's $3.5 billion Athabasca Oil Sands Project is nearing completion with production planned for 2002. The project includes an upgrader near Edmonton and the construction of the Muskeg River Mine near Fort McMurray. Oil sands will be excavated by heavy equipment and extracted by advanced technologies. Construction of other new facilities near Fort McMurray to serve the project include a bitumen pipeline, a gas pipeline, and a co-generation plant at a cost of $837 M. In early 2001, the Fort McKay First Nations was awarded a large contract to purchase, operate and maintain approximately 150 pieces of equipment for Muskeg River Mine. The First Nations will construct maintenance shops, an office complex, and fuel storage facilities during 2001 with federal funding.	2001 Construction workers: 4,000 2002 Muskeg River production workers: 600-800
Petro-Canada	Site clearing for the $290M McKay River project was completed in late 2000. In February 2001, drilling commenced for the horizontal wells that will pump the bitumen after steam is injected into the ground. In April construction commenced on site facilities. The company is also studying the feasibility of developing 2 adjoining in-situ projects, also with steam injection technology.	2001 construction workers: 200 2002 production workers: 45
PanCanadian Petroleum	The $400 million Christina Lake Thermal Oil Project received regulatory and Alberta Environment approvals in August 2000. The $70 million first phase of the project will produce 10,000 barrels a day of heavy oil, ramping up from 5,000 barrels per day in 2002 to 10,000 barrels per day by 2004. The project will use steam assisted gravity drainage (SAGD) to heat and extract the heavy oil. This is the start of a planned three-phase development over the next 2 decades.	2001 Construction workers: 150 2002 Production workers: 20
Koch Oil Sands	TrueNorth Energy, operator of Fort Hills Project, is now in the regulatory review phase for its proposed project. The company acquired an additional oil sands lease adjacent to the current Fort Hills leases, adding approximately 600 million barrels of mineable reserves to the proposed project. The Fort Hills Project is currently planning to produce 95,000 barrels per day of bitumen from the initial mine starting in 2005, and now has reserves for over 60 years of production. The Project is planned to cost approximately $1.1 billion.	2002 construction workers: unknown 2006 production workers: unknown
Gulf Canada	Gulf is currently testing its Surmont pilot project, using drilling and steam injection rather than pits to extract the oil. Gulf is pleased with the results and will likely proceed to construction of Phase I from 2002 to 2004 at a cost of $300M. Phase 2 of development would begin 2003 to be completed 2010 .	2002 construction workers: unknown 2005 production workers: unknown
SynEnco	SynEnCo is evaluating drill results on its Northern Lights Project this year. If favourable, the company will begin immediately the regulatory approval process for a $1.5 billion mine and extraction plant. They anticipate commercial production by 2005.	2003 construction workers: unknown 2005 production workers: unknown
Husky **(Cold Lake area)**	Husky will apply for regulatory approval by 2002 for a $450M development at Tucker Lake. The company plans to use steam injected thermal technologies. Oil from the mine would replace oilwell production, which is expected to decline in the next 5 year. Tucker Lake oil is likely to be piped to the Husky upgrader at Lloydminster. A $500M expansion of the upgrader is planned within the next 5 years.	2003 construction workers: unknown 2005 production workers: unknown
Husky	Phase 2 and 3 of Husky's plans involve a pit mine and a steam injection in-situ mine at Kearl Lake near Fort McMurray. The pit mine would cost $3.2 billion and be operational after 2012.	2008-2012 construction workers: unknown 2013 production workers: unknown
Total :	Construction Workers: 7,900 + Production workers: 1,845 +	

- Meeting the challenge for skilled workers

  ◊ On the Alberta side of the border the Regional Infrastructure Working Group has been formed to address the potential impacts of the oils sands boom on housing, roads, municipal services, training and recruitment. Membership on its Education and Jobs Subcommittee includes all the major petroleum companies involved in the oil sands developments, federal, provincial and municipal governments, employment and training agencies.

  ◊ On the Saskatchewan side of the border, two committees have been formed to ensure that Saskatchewan residents have access to employment opportunities. The Saskatchewan Working Group is working at the provincial level to leverage funds to improve road access, coordinate apprenticeship and other training strategies to prepare residents for employment and economic opportunities associated with the Alberta Oil Sands. At the regional level, the Northern Labour Market Committee has formed the Oil Sands Subcommittee for information sharing, planning training, identification of employment opportunities, and road/air access to the oil sands.

  ◊ Barriers to be addresses at both the provincial and the northern region levels include:
  - Lack of direct road access from northern Saskatchewan- A road has been completed to the Alberta border on the Saskatchewan side. On the Alberta side, a seasonal road from Fort McMurray to Christina River already exists and is useable almost year-round. The cost of upgrading this road and connecting to the Saskatchewan (Garson Lake) road would cost an estimated $8-10M for the 70 km. Wood Buffalo Municipality awarded a tender in winter 2000-1 to clear the 70 km road right of way and committed $300,000 from their budget. Western Diversification will pursue funding from the Strategic Initiatives Program from Canada-Alberta Infrastructure Agreement.
  - Housing shortages - Committee members are looking at options like student training accommodation and worker trailer camps. Workers could then fly in from Saskatchewan on a weekly rotation, similar to employees at mines in northern Saskatchewan.
  - Lack of basic education or skill certification - Although the major oil sands companies require at minimum a Grade 12 education for employment, their contractors will hire workers with lower education levels. Northlands College is working with other agencies to deliver GED programs, upgrade northerners' basic education, and upgrade and certify northerners as equipment operators.

Oil and Gas Sector Forecast

- Employment opportunities exist in the Saskatchewan oil patch for those northerners willing to be mobile.

- The oil sands expansion near Fort McMurray, Alberta, offers potential for residents, particularly Aboriginal northerners, who have equipment operation or trades skills or an engineering education.

Oil and Gas Sector Forecast

- The enormity of the oil sands expansion has created capacity problems in housing and in training spaces. As well, the oil sands companies are expanding their search for skilled workers beyond the Fort McMurray area and even beyond the Alberta border, despite local labour commitments.

- Over 4,000 construction jobs and 1,200-1,800 operational jobs will be created from 2000 to 2003.

Labour market demand	Course Offerings 2001-2002
Alberta Oil Sands will fill 1,200-1,800 production jobs in 2001 and 2002. Half of the jobs will be as heavy equipment and process operators Other jobs include welders, millwrights, electricians, heavy equipment mechanics, engineers, technicians and management South Saskatchewan oil patch exploration requires drill operators	**Multi-Party Training Plan** Academic upgrading, pre-technologies University: science and engineering classes **Oil Sands Subcommittee:** GED Mine Operator The committee will develop a training action plan during 2001

3.4 Forestry Sector

- Forestry benefits Saskatchewan people and businesses
  - ◊ More than half of Saskatchewan, a "prairie" province, is forested - about 355,000 square kilometres. Of that, 121,000 square kilometres – almost ¼ of the province - is considered commercial forest.

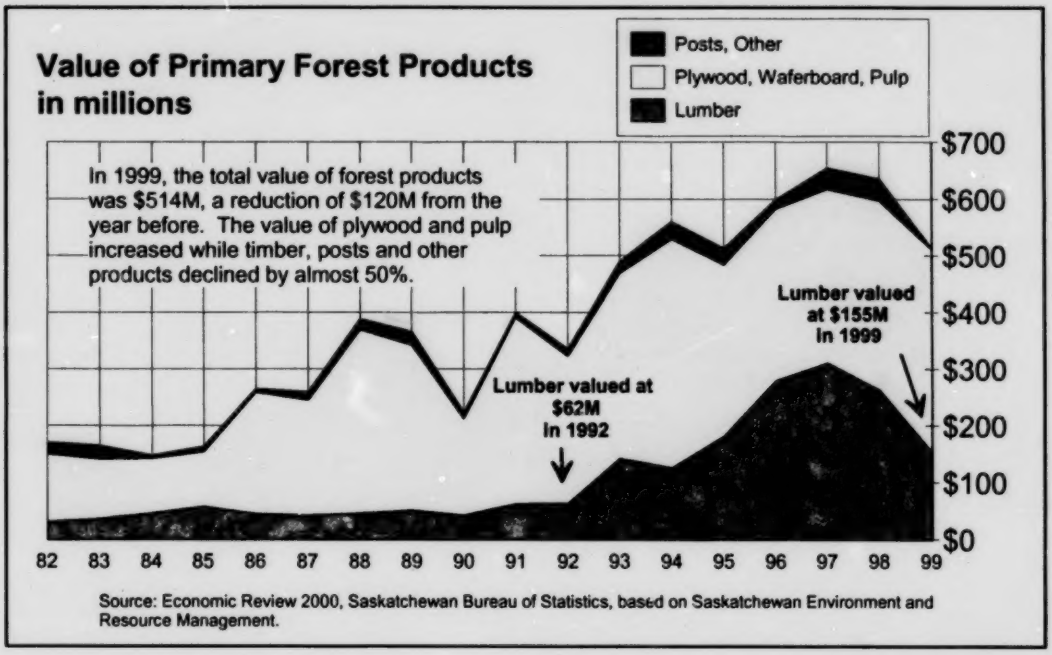
  - ◊ The forestry industry in the province is diverse. It includes a hardwood pulp mill, a softwood/hardwood pulp and paper facility, an oriented strand board plant, plywood and lumber operations, post and rail plants, and the production of wood chips, shingles, flooring, and housing logs.

  - ◊ Saskatchewan's forest industry has created about 9,000 direct and indirect jobs. Wages to workers in direct forestry-related jobs total $215 million annually.

  - ◊ As identified in the *Forestry Sector Study* of November 1999, workers in the forestry industry, compared to provincial averages, are more often Aboriginal people, are younger with almost 2/3 under age 35, and have lower formal education levels. Barriers to recruitment and retention within the industry include a lack of experienced personnel, poor climate conditions, and seasonal employment.

  - ◊ The value of forest products has been steadily growing for the past 15 years (despite a decline last year), as shown in the following graph. The total value of Saskatchewan's primary forestry products in 1999 was $514M, down from $636M the previous year. The

main products were kraft pulp, oriented strand board, plywood, lumber, and treated posts.


Value of Primary Forest Products
in millions
Posts, Other
Plywood, Waferboard, Pulp
Lumber
In 1999, the total value of forest products was $514M, a reduction of $120M from the year before. The value of plywood and pulp increased while timber, posts and other products declined by almost 50%.
Lumber valued at $155M in 1999
Lumber valued at $62M in 1992
$700
$600
$500
$400
$300
$200
$100
$0
82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99
Source: Economic Review 2000, Saskatchewan Bureau of Statistics, based on Saskatchewan Environment and Resource Management.

◊ Most of the growth in forest products sales is the result of increased lumber production in the past decade: in 1992 lumber sales totaled $62M but rose to $155M by 1999. The value of plywood and pulp has remained fairly constant at about $300M since the late 1980s.

- <u>Phase one of expansion nears completion</u>
  Two years ago, the Saskatchewan government approved strategies to double the size of the forestry industry in the next few years.

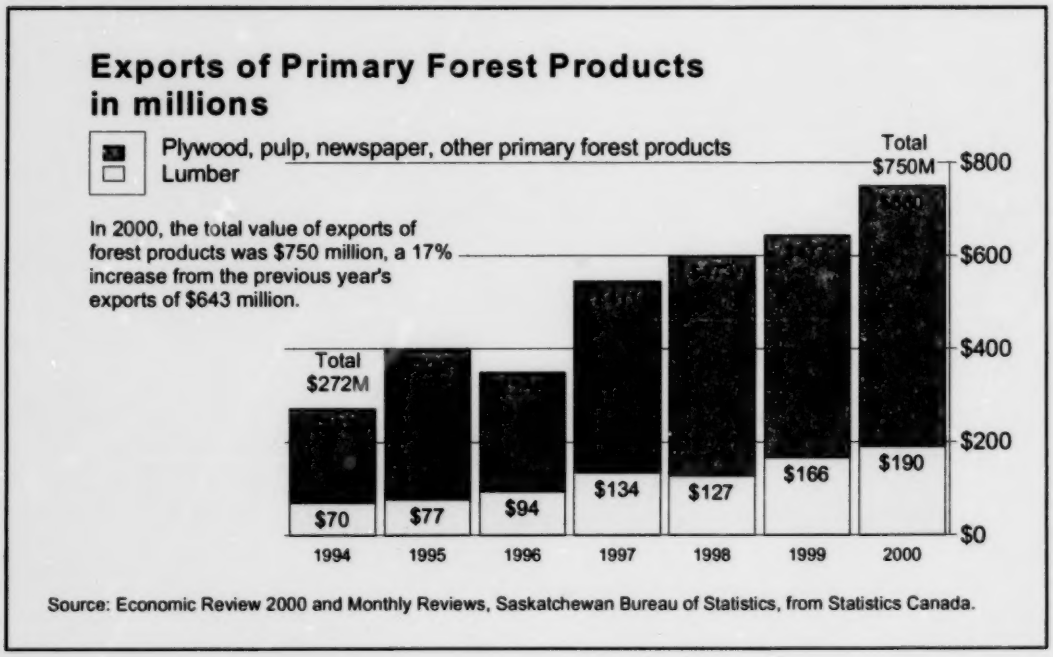
  ◊ The new provincial Forest Resource Management Act, which came into effect April 1, 1999, ensures that the industry will be sustainable: forestry companies must undertake more planning and public consultation, reforest all harvested areas, pay higher stumpage fees, and pay higher penalties if they violate the Act.

  ◊ The forest development plan, announced in 1999, aims to maximize the sustainable use of the wood supply, develop value-added manufacturing, and establish a forestry knowledge centre. The first phase of the expansion plan - the re-allocation of wood supply – is nearing completion. The expansion is expected to double the number of employment opportunities. Almost 10,000 new jobs are planned over the next few years through the announcement of 12 new facilities. The expansion is based on a partnership model to strengthen northern communities.

◊ A new multi-party forestry training partnership was implemented in 2000 and formally signed by its partners in summer 2001. The Forestry Training Sub-committee (a subcommittee of the Northern Labour Market Committee) is administering the new training plan. Partners include forestry companies, funding agencies, and training providers. The goal of the Partnership is to ensure that people in the forested region are trained in order to access the thousands of projected new jobs in the forestry industry.

◊ For the first time in decades, an up-to-date wood supply inventory will be available. The "use it or lose it" FMA process produced an independently verified wood supply analysis for the 3 existing Forest Management Agreements. Wood supply inventories for all new lands open for allocation will be completed by the end of summer 2001, funded by the province.

- Trends in supply and demand
  ◊ Most of Saskatchewan's forest products are sold outside of Canada. In 2000, Saskatchewan exported $749.6 million of primary forest products (includes newspaper and cardboard), a 17% increase from the previous year. The graph below shows that exports of forest products have almost tripled in just 6 years.



Source: Economic Review 2000 and Monthly Reviews, Saskatchewan Bureau of Statistics, from Statistics Canada.

◊ The United States is our biggest market for softwood lumber, the primary material for construction of new homes. Canadian lumber producers captured 35% of the softwood market in the U.S.A.

◊ In August 2001, the United States Commerce department imposed a 19.3% duty on all Canadian softwood lumber imports from all central and western provinces, backdated to May 2001. The department ruled that Canadian wood is unfairly subsidized through low

stumpage fees. Saskatchewan did not have to pay duties under the old 5-year agreement but has been included in this new complaint. The ruling won't be made final for several months. In the meantime, Saskatchewan has joined Ottawa and other Canadian provinces in challenging the American ruling before the World Trade Organization (WTO), and is demanding that the dispute be fast-tracked. If the WTO finds the U.S. duty to be illegal, Canada could impose retaliatory sanctions. Canadian industry analysts predict sawmill closures and cutbacks by companies of all sizes, but particularly smaller producers who do not have the financial strength and cash flow of their larger competitors.

◊ News of the 19.3% retroactive duty has prompted Northern Saskatchewan forest companies to reduce production and cutback employment and forced new companies to delay plans for proposed new sawmills while they await a resolution of the situation.

- Implementation of the Training Plan

◊ During 2000-2001, the province contributed $1 million to forestry training of which about $750,000 went towards training delivery and $250,000 was spent in forestry curriculum development. For 2001-2002, the province committed $850,000 for the delivery of training. The Forestry Training Sub-committee uses this funding to lever approximately $2M more for training from its partners. The Sub-committee identifies employer-specific training needs, coordinates training, arranges for the development of new curricula, and secures resources from the partners for the delivery of programs. Approximately 300 people will be trained each year under the 5-year plan.

- Overview of major forestry operations – existing and proposed

◊ The map below, shows the location of existing and proposed forestry operations.

Location	Overview of Operations
Beauval	◊ Northwest Communities Wood Products is continuing negotiations with Carrier Lumber for them to become the major industry partner in a new $15 M sawmill at Beauval. The company is also looking at the potential for a hardwood sawmill. NWCWP is participating in the wood inventory of the newly opened land. The company has invited Buffalo Narrows to join the 5 westside communities in the company.
Pinehouse	◊ Plans are underway for a joint venture among Northwest Communities Wood Products, Green Tree of P.A., and Pinehouse development corporation for a small post cutting operation based in Pinehouse.
Green Lake	◊ Financing is now in place for Green Lake Metis Wood Products to proceed with construction of a new sawmill to replace the mill destroyed by fire in 2000. Over the past year, the company operated a portable scrag mill to process its wood stockpile. The new sawmill will be a modern mill, producing 60,000 cu metres, and utilizing all diameters of wood. Construction could commence in fall 2001. Phase 2 will be to add a planer and kiln. ◊ Green Lake Metis Wood Products is still looking at the possibilities for a $5M finger jointer plant for the community.
La Ronge	◊ The La Ronge Band/Zelensky partnership operates the existing sawmill, employing about 50 people. ◊ The company is planning a new $40M sawmill/planer mill/kiln complex utilizing softwoods and hardwoods. Negotiations with Tolko for investment in the new mill could be completed by fall with construction commencing in late 2002 or early 2003. The operation would generate about 300 direct and indirect jobs. The company hopes to have its wood supply negotiated with SERM by year end. ◊ For the future, the company is planning an engineered wood products facility, estimated at $10-30M, which would generate about 100 direct and indirect jobs.
Creighton Deschambault Lake	◊ After its investment partner, Ainsworth, pulled out of Saskatchewan, Peter Ballantyne Cree Nation is still confident it will find a funding partner for its $20M Limestone sawmill near Deschambault and a finger jointer plant in Prince Albert. Ainsworth stressed the province must address uncertainties over the electrical supply and road situation in the area. The Limestone project has environmental approvals already in place. Plans call for the Limestone sawmill to gear up over 2 years and eventually employ 100-150. Waste wood from the sawmill and from Wapawekka sawmill would supply the new finger jointer plant. A sawmill at Creighton would be phase 2.
Big River	◊ Weyerhaeuser completed a $70M expansion of the sawmill in early 2001 to handle the finishing of lumber from the Wapawekka sawmill. Production was tripled.
Prince Albert	◊ Weyerhaeuser will continue to reduce its P.A. pulpmill workforce by about 100 workers over the next 2 years through attrition. The P.A. operations will take down time as needed because of poor market conditions. ◊ The Wapawekka small-diameter sawmill, a joint venture with Weyerhaeuser and 3 northern First Nations, completed its second year of operation in May. The sawmill employs 45 workers of whom 67% are Aboriginal. Approximately 6M board feet are produced each month. The rough lumber is transported by NRT to Big River for finishing. By Oct., however, Wapawekka plans to undertake its own drying, utilizing 2 gas-fired kilns, with Big River continuing to do the planing. Wapawekka's long-term objectives are to build its own planing mill and cut 100,000 board feet/yr - an increase of 25M board feet. The company also strives to be the best chip supplier to the pulpmill which means an additional $800,000/yr in income. ◊ Peter Ballantyne Cree Nation continues to pursue funding for a finger jointer plant in P.A. in conjunction with its sawmill at Deschambault. Waste wood from the Limestone and Wapawekka sawmills would supply the plant. ◊ The government announced an "innovation place" in forestry, possibly centered in P.A.

Meadow Lake	◊ Millar Western continues to operate the hardwood pulp mill, employing about 200 workers. The mill is supplied by Mistik. Millar Western is looking at constructing a co-generation steam power facility utilizing waste products once a new OSB plant is operational. ◊ A new $200M OSB plant will be constructed in 2002 with production in 2003. The wood supply for the plant is largely approved with mill feed coming from the westside plus wood chips from existing sawmills. The mill will be owned 75% by Tolko, and 25% by Meadow Lake Tribal Council, Northwest Communities Wood Products and Crown Investments Corp. The mill is expected to employ 130 people plus 130 workers in the forest and in trucking. ◊ Meadow Lake Tribal Council purchased 100% of the Norsask sawmill, for which Mistik Management provides mill feed. About 140 people are employed. ◊ Clearwater's sawmill was closed in fall 2000 after 5 years of operations. Over 100 workers were laid off. The company, which utilized fire-killed timber, was unable to secure a new green timber supply. The company is one of several involved in partnership discussions with Aboriginal companies.
Hudson Bay Carrot River	◊ Weyerhaeuser's new high-tech $200M OSB plant started operations in Dec., employing about 160. The plant is capable of producing both oriented strand board and oriented strand lumber. The plant can produce 600M board feet/yr. ◊ Weyerhaeuser plans to continue to operate the old OSB plant as OSB prices warrant it. The old plant employs 140 and is now producing a specialized ¼ inch board. ◊ Weyerhaeuser also operates the Hudson Bay plywood facility and the sawmill at Carrot River.
Zenon Park	◊ Suntec and James Smith Cree Nation are planning an expansion of a sawmill and construction of a manufacturing plant
Glaslyn	◊ A fire in March at L&M destroyed the existing sawmill and set back commencement of the $2M expansion to the sawmill and a high-tech wood treatment plant.

Forestry Sector Forecast

- Forestry opportunities as a result of the province's new forestry strategy are developing steadily although more slowly than initially planned, enabling the Forestry Training Sub-committee (a subcommittee of the Northern Labour Market Committee) to keep abreast of the training demand.

- A total of 2,500 new positions are tentatively forecast for the next 3-5 years.

- Because of more sophisticated machinery and automation, the industry will require fewer occupations with a physical labour component, fewer workers to operate new equipment, higher skill levels in their workers, and more emphasis on grade 12 as a minimum requirement.

- Forestry workers will be able to gain credits for skills learned on the job through the Prior Learning Assessment and Recognition (PLAR) project.

- As identified in the *Forestry Sector Study* of November 1999:
  - ◊ Harvesting and milling equipment has become much more sophisticated, requiring people to be skilled operators.
  - ◊ The existing chronic shortage of trades workers in the forestry sector will increase with the forestry expansion unless some innovative ways to deliver training are implemented.

◊ New projects will require more staff at the professional and technical levels because the new Forestry Act requires that industry take a more active role in forest management and environmental protection.

Labour market demand	Course offerings 2001-2002
Forestry Sector Study findings for 3-5 years 1,000 new jobs in planermill, sawmill and finger jointer plant as machine/process operators, loaders, graders, and carpenters. 900 new jobs in harvesting and hauling for truck drivers and loaders, road construction/maintenance, and operators of mechanical harvesters, skidders, crawlers 250 new jobs for forest technicians specializing in fire protection, conservation, forestry, GIS 100 new jobs in trades as sawfiler, millwright, electrician, heavy equipment mechanic 200 new seasonal and full-time jobs in reforestation and stand tending 60 new jobs in management for senior management, mill foreman, accounting, and supervisors of hauling, reforestation and forestry technicians	**Forestry Partnership Strategy** ▪ Process operator ▪ Sawmill Operator Training ▪ Safety - Trainer Workshop ▪ Safety Training ▪ Conventional Harvester Training ▪ Mechanical Harvester Training ▪ 1A/Log Haul Truck Driver Training ▪ Forestry Technology Diploma ▪ Forestry Equipment Mechanic ▪ Integrated Forestry Worker ▪ Business Management Training ▪ Forest Fire Fighting Training ▪ Log home construction **Academic upgrading and Pre-technologies** **PLAR** is working with forestry companies in a pilot project to identify skills essential to each occupation

3.5 Resource Harvesting Sector

Harvesting in resources other than timber includes fur trapping, commercial fishing, wild rice, berries, mushrooms, and alternate forestry products such as mosses. In general, resource harvesting is not viable as full-time businesses and few people rely on this industry for their main incomes. Resource harvesting means additional income to their regular employment, or seasonal employment in combination with other work in alternate seasons such as combining guiding in the summer with wild rice harvesting in the autumn and trapping in the winter.

- Decline in the **fur trapping** industry in the north over the past 20 years

  ◊ During the early 1980s, the fur industry had the highest recorded sales and the largest number of trappers ever during the century. During the decade of the 1990s, the number of trappers and the number of pelts harvested declined to the lowest point in over 50 years.

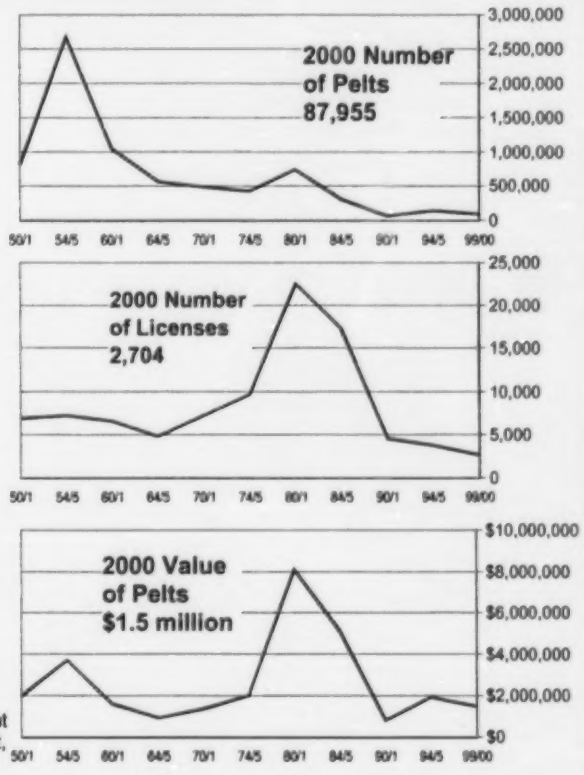
◊ Trappers in the province took home $1.5 million for their furs in 1999/2000, a slight increase from the year before. Of this amount, trappers from the northern area earned only $616,314, about 40% of the total.

◊ The total number of licensed trappers in the province declined in 1999/2000 to a new record low of 2,704. In the northern area, licensed trappers totaled 1,797, a 50% decrease from 1980. In the southern part of the province, licensed trappers totaled 765, a huge decline from 19,000 in 1980. Northerners now make up two-thirds of the licensed trappers in the province.

Trends in Saskatchewan Fur Industry 1950 - 2000

During the early 1980s, the fur industry had the highest recorded fur sales and the largest number of trappers ever during the century.

Since then, the industry has delined because of factors like low market demand, low pelt prices, and the "green" movement. During the decade of the 1990s, the number of trappers and the number of pelts harvested declined to the lowest point in over 50 years.



Post-Secondary Education and Skills Training , La Ronge. Source: Environment and Resource Management, Prince Albert, May 2001.

◊ *A Century of Fur Harvesting in Saskatchewan* attributes the decline of the industry to the changing nature of the industry from traditional lifestyle to commercial, a shift to urban living, and the high cost of accessing the trapline. Changing attitudes towards furs and depressed economies in Asian and former Soviet countries have resulted in low market demand and low pelt prices. As well, alternate sources of income are now available for young people, resulting in a trapper population whose average age is 55 or older.

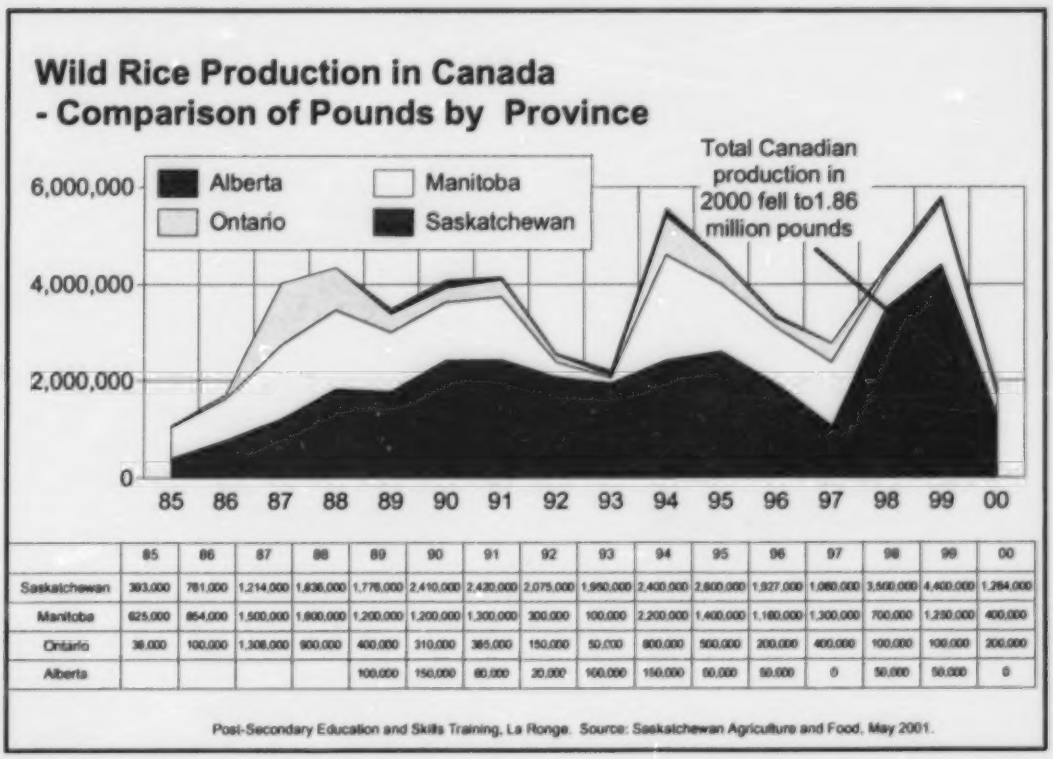
◊ Canada banned the use of restraining traps on land in April 2001 in compliance with the European Union's international standards. However, northern trappers will not have to

purchase all new traps immediately. Canada has until June 2007 to test and certify alternate trap methods for land use.

◊ In most cases, trapping is not a living, it's a lifestyle: the majority of trappers use the trap line to supplement their incomes from other sources, as a vacation retreat, and as a means of passing on the skills and culture to their families.

- Poor year for **wild rice**

◊ The **wild rice** harvest in Canada in autumn 2000 was only 1.86 million pounds, as shown in the following graph. Saskatchewan, the largest wild rice producing province with production centred in the northern region, saw production fall to 1.25 million pounds, about half of our average annual harvest. High water levels, a cold growing season and high winds during harvest reduced the yields.



	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00
Saskatchewan	393,000	781,000	1,214,000	1,636,000	1,776,000	2,410,000	2,420,000	2,075,000	1,950,000	2,400,000	2,600,000	1,927,000	1,080,000	3,500,000	4,400,000	1,264,000
Manitoba	625,000	854,000	1,500,000	1,900,000	1,200,000	1,200,000	1,300,000	300,000	100,000	2,200,000	1,400,000	1,160,000	1,300,000	700,000	1,230,000	400,000
Ontario	38,000	100,000	1,308,000	900,000	400,000	310,000	385,000	150,000	50,000	800,000	500,000	200,000	400,000	100,000	100,000	200,000
Alberta					100,000	150,000	80,000	20,000	100,000	150,000	50,000	50,000	0	50,000	50,000	0

Post-Secondary Education and Skills Training, La Ronge. Source: Saskatchewan Agriculture and Food, May 2001.

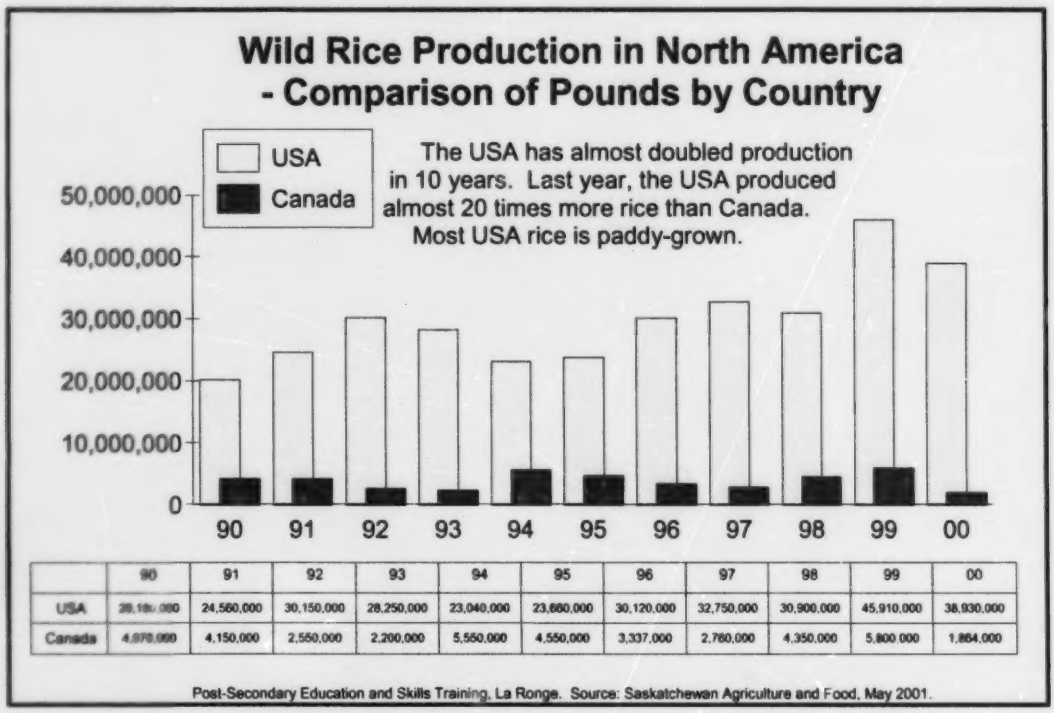
◊ Growers received about $.75/lb, resulting in a total industry income of about $1 million, far below the record $3 million of last year.

◊ Growers in northern Saskatchewan received a blanket "organic" certification through Pro-Cert Organics. Organic certification allows growers to market northern Saskatchewan rice as distinct from the cheaper, smaller, paddy-grown American wild rice. Northern Saskatchewan marketers, however, are still faced with increased competition from

American paddy rice. American growers market their product as "natural", a term which is appealing to the purchaser but which has no restrictions against the use of chemicals or fertilizers like the "organic" label.

◊ Growers in the United States have had two very good years and have almost doubled their production in the last 10 years. American growers produced 39 million pounds last year, compared to Canada's 1.86 million pounds.

◊ By using paddies, chemicals and fertilizers, a grower in California or Minnesota can produce 20 times more rice annually than a Saskatchewan grower can produce organically in northern Saskatchewan lakes. Our industry is comprised of many small producers, half of who generate less than 5,000 pounds for an annual income of less than $4,000.


Wild Rice Production in North America
- Comparison of Pounds by Country
USA
Canada
The USA has almost doubled production in 10 years. Last year, the USA produced almost 20 times more rice than Canada. Most USA rice is paddy-grown.
50,000,000
40,000,000
30,000,000
20,000,000
10,000,000
0
90 91 92 93 94 95 96 97 98 99 00

	90	91	92	93	94	95	96	97	98	99	00
USA	28,180,000	24,560,000	30,150,000	28,250,000	23,040,000	23,660,000	30,120,000	32,750,000	30,900,000	45,910,000	38,930,000
Canada	4,970,000	4,150,000	2,550,000	2,200,000	5,550,000	4,550,000	3,337,000	2,760,000	4,350,000	5,800,000	1,864,000

Post-Secondary Education and Skills Training, La Ronge. Source: Saskatchewan Agriculture and Food, May 2001.

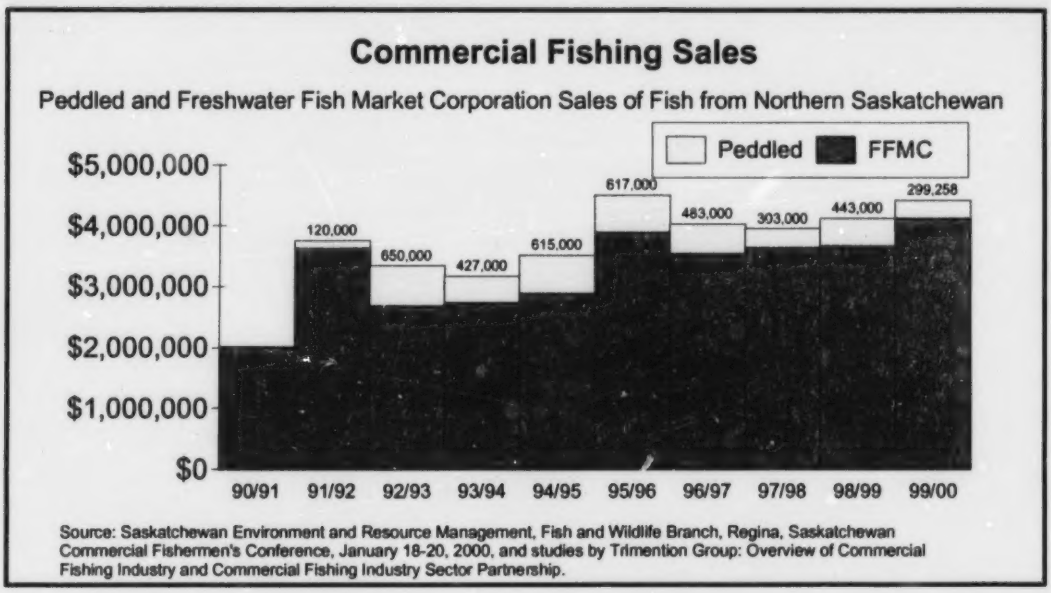
◊ The number of producers in northern Saskatchewan declined to about 150, down from the average 180, because of the poor crop.

◊ Two processing plants in Saskatchewan – both in the north – process about two-thirds of the crop and employ about 70 people for a few months of each year. The La Ronge plant, with several First Nations bands as major shareholders, employs about 50 people on a seasonal basis. The privately owned Denare Beach plant employs about 20 people for about 2 months of each year. About one-third of the crop is sent to Minnesota, Manitoba, or Ontario for processing.

◊ Northern Lights, owned by the La Ronge Indian Band, Grey Owl Marketing, owned by 72 provincial First Nations bands, and Riese's Canadian Lake Wild Rice of La Ronge market most of the Saskatchewan growers' products across North America and Europe.

- Revitalization of the northern **commercial fishing** industry

◊ In 1999/2000, **commercial fishermen** in the northern region earned $4.4 million from fish sales. Fishermen sold 2.86 million kilograms of fish to Freshwater Fish Marketing Corporation (FFMC) through local agents, earning them $4.1 million. Fishermen also peddled 141,678 kilograms of fish within the province, earning them $299,258. Since the development of provincial fish marketing regulations in 1985, more fishermen are peddling fish privately within the province. There are currently 8 licensed fish processing plants in Saskatchewan, which undertake most of the peddled fish sales.



◊ FFMC has centralized its processing plant in Winnipeg but maintains purchasing agents, packing plants, and freezer truck depots in about a dozen communities in the north such as La Ronge, Kinoosao, Deschambault, Pelican Narrows, Buffalo Narrows, Ile a la Crosse, Dore Lake, and Patuanak.

◊ The provincial government plans to revitalize the fishing industry, doubling the volume of fish sold over the next 5 years to 7 million kg and the sales value to $8 million annually.

◊ As a first step in this strategy to revitalize the fishing industry, the province implemented a grant fund, the Northern Saskatchewan Fisheries Infrastructure Program, in autumn 2000. Grants of up to $50,000 are available to improve lakeside facilities in support of

harvesting, packing and shipping of fish from northern lakes to markets. Several northern community fishing cooperatives have received grants to renovate buildings, construct new facilities, and purchase ice making equipment. Wollaston constructed a new fish plant and is pursuing funding for a commercial fishing development officer.

◊ In spring 2001, the province sponsored *The Commercial Fishing Industry Sector Partnership Report,* which identifies training needs and skill shortages in the industry. Some of the study's finding include:

- Total seasonal, part-time and full-time active employment in commercial fishing is estimated at about 1,600. This includes 540 active licensed fishermen, 1,000 helpers, 70 workers in fish packing and processing, and 9 FFMC buying agents.

- On average, 82% of people working in the commercial fishing industry in northern Saskatchewan are of Aboriginal ancestry, 84% are male, and 45% are over age 45.

- The average education level for those working in the commercial fishing industry is low – two-thirds have some high school but have not completed grade 12.

- Commercial fishing is generally seasonal and not the main occupation. Taxable income on average is $5,818 per fisherman.

- Training is generally on the job. However, FFMC is developing a pilot program for fishermen and packers with an emphasis on quality control in food processing. The program includes WHIMIS, hygiene, plant sanitation, evaluation of fish, and shipping duties. The program could become an annual program, providing training to 40 people per year.

- The study forecasts that employment could increase in the packing and processing areas if more processing is undertaken within the province.

- The study also forecasts that employment for fishermen and helpers is expected to decline. At present only half of the annual quota is being caught. In order to increase the harvest to the maximum sustainable level, the fish cooperatives are supporting those fishermen who see fishing as their main occupation. The outcome in the next few years should be fewer fishermen, more fish harvested, and higher annual incomes for those remaining in the industry.

• Potential for **wildcrafting** – harvesting alternate forest products

◊ Wildcrafting is the gathering of plant material in its natural habitant and includes bark and mosses for the craft industry, berries and mushrooms for food products, and plants for health products. Wildcrafting, a fledgling industry in northern Saskatchewan, depends on knowledge of what to pick, long hours, hard work, good prices, and marketing depots in order to make sufficient returns.

◊ To assist the industry, Saskatchewan Agriculture and Food gave presentations on non-timber forest products at several provincial and national conferences during the past year.

◊ A three-year wild mushroom research project recently received funding through the Agriculture Development Fund. The project is designed to increase our knowledge of wild mushrooms and their habitat. This information will be useful in developing land use and timber harvesting management plans.

◊ Mushroom harvesting in 2000 was very good. Mushroom pickers earned approximately $1 million from harvesting morel, chanterelle, and pine mushrooms. Most of the mushroom picking was in the Northwest, where morels were harvested. Because Saskatchewan was one of the few places in North America with a good morel crop last year, several mushroom buyers competed for the mushrooms. This helped to keep the picker prices high. Approximately 500 people picked mushrooms to sell to the buyers. Seven major mushroom buyers are active in the northern region, including one from La Ronge, one from Edmonton, and 5 from British Columbia.

◊ Some fireweed and Labrador tea were also wildcrafted last year. There is good potential for expansion of these markets.

Resource Harvesting Sector Forecast

- Resource harvesting provided northerners with about $7 million in income last year.
- This sector faces barriers of long distances to markets, small quantities of product, low prices, minimal marketing and promotion, and few entrepreneurs with international sales connections.
- The fur industry is likely to continue to decline because of changing lifestyles of northern people and more employment options for northern youth. The industry would need to see substantial increases in fur prices in order to stimulate trapping activity.
- The commercial fishing industry should see growth in the areas of processing and sales under the government's revitalization strategy.
- The wild rice industry, although weather-dependant, has the advantage over other special forest products by having a marketing structure, research and development, and an organic certification strategy that could improve the returns to growers.

Labour market demand	Course Offerings 2001-2002
Business skills Aquaculture techniques Safe food handling Training in the use of new technologies	Business plan development Academic upgrading Business certificate program via satellite from SIAST On-line courses in small business management and web page design

3.6 Construction and Trades Sector

- Projects will demand skilled workers over the next few of years

  ◊ New mines and sawmills planned by the private sector will create employment in the construction industry over the next 3-5 years. However, construction of new mines and new forestry facilities is occurring more slowly than anticipated, providing more time for training agencies to train workers for the projected jobs.

  ◊ Government-funded institutional, and infrastructure projects such as roads, water and sewer projects, a new hospital, and a new school will contribute to the strong growth in local employment opportunities.

  – Road expenditures will total $34M, and expenditures over the next 3 years in water and sewer upgrades will total $24.9M.

  – The Athabasca Economic Development and Training Corporation is lobbying the federal and provincial governments to upgrade the new seasonal road to Black Lake to a year round road. The province has committed $300,000 and Indian and Northern Affairs is studying funding options.

  – Committees at the local and provincial level are pursuing funding to build a 70 km section of road in order to link northern Saskatchewan residents to employment opportunities at the Fort McMurray oil sands projects.

  – The tender to build the Athabasca Health Facility in Stony Rapids was awarded to Points North Construction, a joint venture of Athabasca Economic Development and Training Corporation, Graham Construction, and Points North Freighting. The company began construction in July 2001 and expects to complete the health facility by autumn 2002. A labour services company has been formed to assist subcontractors to find workers from the Athabasca region in order to meet local hiring clauses.

  ◊ Residential construction should also continue strong because of a three-year northern housing program implemented in 2000. $9M will be provided between 2000 and 2003 for the stimulation of new off reserve housing units across the north, including construction of new units and home repair programs. $5M is provided for maintenance contracts for existing units, of which northern contractors have generally won in excess of 60%.

  ◊ About half of the 44 trades occupations in the province are involved in the construction and maintenance of buildings.

- Initiatives increase training and employment in construction trades

  ◊ Northern hiring clauses enable northerners to gain entry into a construction trade and gain trade time toward certification.

  ◊ The Northern Apprenticeship Committee, an industry-agency partnership and a subcommittee of the Northern Labour Market Committee, indentures apprentices to the committee rather than an employer, enabling apprentices to have continuous indentureship and more stable employment in which to more quickly complete their training and work hours towards their certification.

  ◊ *Exploring Trades and Technology* curriculum is a joint project with industry and northern schools to give students in grades 10 to 12 in northern Saskatchewan the chance to explore trades and technology occupations and have hands-on learning experiences.

  ◊ Some trades training can now be completed using the internet, increasing the accessibility of training to northern and rural people. SIAST offers an on-line level one electrician program and is looking at offering on-line programs in other trades. SaskPower has developed a distance education course for powerline technicians.

- Shortage of trades workers across Canada

◊ The national shortage of trades and skilled workers is expected to become even more extreme in the future. The most frequently cited trade labour shortages are carpenters, framers, bricklayers and drywallers. As well SaskPower is facing a shortage of Powerline technicians. The trade labour shortage is a function of retirements, exodus to other provinces, and a shortage of youth entering the sector.

◊ Three recent studies have all made similar suggestions on initiatives to increase the number of skilled people. Suggestions made in the reports to address the trade shortage include:

  - Implementing training and promotional initiatives to connect Aboriginal people to trades careers;

  - Utilizing Prior Learning Assessment and Recognition (PLAR) to assess existing workers skill levels and give them credit for skills and knowledge that they already possess;

  - Undertaking a marketing campaign to improve the image of the trades occupations;

  - Improving the link with schools in order to improve both the students and the teachers' awareness of trades as a career option. (Reports include *The Report of the Aboriginal Apprenticeship Projects Steering Committee, Human Resource and Training Needs Assessment and Strategies: Residential Construction Sector Partnership Study, Heavy Equipment Operator Sector Partnership Study.)*

- Overview of current and planned construction projects

Sector	Project	Planned Northern Construction Projects
Mining	Cluff Lake	In 2002, Cluff Lake will continue to decommission some structures that are no longer required. About 50 workers will be needed for 2-3 years.
	Cigar Lake Mine	Construction of underground mine structures and camp facilities could commence in 2003 and take 27 months with a workforce averaging 200 workers.
	McClean Mill Rabbit Lake Mill	If construction commences on Cigar Lake in 2003, the McClean Lake mill and the Rabbit Lake mill could be expanded between 2003 and 2006 to accommodate ore from Cigar Lake. About 50 workers will be required for about 1 year per project.
	Midwest Project	A workforce of about 100 per year over 2-3 years could be required to construct the Midwest underground facilities in the next decade.
	Potential	Goldfields open pit gold mine in Athabasca area; Foran's McIlvenna Bay zinc deposit; and Claude's gold deposit at Amisk/Tartan project on the eastside.
Forestry	Sawmills at Creighton and Deschambault	Construction is contingent on northern companies finding major industry partners and capital resources. Capital costs for the 5 projects are estimated at $100 million. If all projects proceed, construction could create short-term employment for a couple of hundred workers, commencing in 2002. Green Lake Metis Wood Products plans to start reconstruction of its sawmill in 2001 to replace the sawmill that burned in 2000.
	Mill and Finger jointer plant at Green Lake	
	Sawmill at La Ronge	
	Sawmill at Beauval	
Health	Athabasca Region Hospital	Construction of the $9M hospital began on reserve near Stony Rapids in July 2001. Points North Contracting, who won the construction contract, plans to have the facility completed by autumn 2002. Some staff housing units were completed in 2000.
Roads	Proposed Roads	The Athabasca Economic Development and Training Corporation is lobbying the federal and provincial governments to upgrade the new seasonal road to Black Lake to a year round road. The province has committed $300,000/yr and Indian and Northern Affairs is studying funding options. Committees at the local and provincial level are pursuing funding to build a 70 km section of road in order to link northern Saskatchewan residents to employment opportunities at the Fort McMurray oil sands projects.
	Highways	$34 M in major capital projects and road maintenance on highways and airports across the north in 2001. The Athabasca Basin Dev. Corp. will bid on the contract to maintain the Athabasca Seasonal road.
	Forestry Roads	The Forestry Sector Report anticipates that the forestry expansion will require construction of new log hauling roads and increase the demand for local contractors to provide road construction and maintenance.
Housing	Provincial	This is the second year of a 3-year $9M commitment for northern housing. In addition, the housing authorities manage 1,162 rental units, resulting in maintenance budget of $5M of which northern contractors generally win over 60%.

Sector	Project	Planned Northern Construction Projects
	Water and Sewer	The province will provide $24.9M between 2000-2004 to upgrade water and sewer systems in 34 northern communities, 8 of which have never had a municipal system before. 80 seasonal construction jobs will be created.
	First Nations	Capital projects from 2000-2003 include water and sewer and subdivision development across the north.
Schools	First Nations	From 2000-2003 the federal government is providing over $30 million for a new school at Pelican Narrows and additions to schools on reserve at Fond du Lac, Deschambault, and La Loche. The total also includes a new $6.7M elementary school near La Ronge. It is in the design stage with construction planned to start in 2002.

Construction Sector Forecast

- The demand for construction and trades workers is expected to increase over the next few years as a result of government programs and economic growth, including: the 3-year provincial housing program, water and sewer projects, construction of forestry sawmills, and an anticipated decision to proceed with Cigar Lake mine.
- Construction of new mines and new forestry facilities is occurring more slowly than anticipated, providing more time for training agencies to train workers for the projected jobs.
- The most frequently cited trade labour shortages are carpenters, framers, bricklayers and drywallers.
- The labour shortage of skilled workers must be addressed through such initiatives as connecting Aboriginal people to trades careers, utilizing Prior Learning Assessment and Recognition (PLAR) to credit workers for their existing skills and knowledge, improving the image of trades occupations through a marketing campaign, forging strong link with schools to encourage young people to enter the trades.

Labour market demand	Course Offerings 2001-2002
Carpenters, framers, and cabinet-makers Electricians Plumbers Welders and metal workers Trades helpers and labourers Heavy Equipment operators Heavy equipment mechanics Road maintenance Electrical and mechanical engineers Powerline technician	Developmental Studies/pre-technologies Adult 12 Carpentry Level 1 Carpentry Level II Math/science engineering program provides first year towards Engineering degree Exploring Trades and Technologies at northern high schools

3.7 Non-Commercial Services Sector

The non-commercial service sector employs 2,310 northerners. Non-commercial services include occupations such as health professionals and technicians and teachers. Between Census 1991 and 1996, the non-commercial sector grew by 43%.

- Addressing skill shortages in **health care**

  ◊ Three health districts operate in northern Saskatchewan. The new management structures, with closer ties to the local communities than in the past, are committed to increasing opportunities in training and employment for northern people in health care careers and administration.

  ◊ In autumn 2002, each of the 3 northern health districts will have a new health centre in operation, offering employment opportunities in the areas of acute care, long-term care, laboratories, counseling, and community health education.

  - The Athabasca Health Authority will have its new health centre completed in Stony Rapids in autumn 2002, replacing the old hospital in Uranium City. Provincial staff from the closing Uranium City hospital and First Nations staff from other locations will be transferred to the joint federal/provincial facility. The health authority is already planning some initiatives to encourage local youth towards health careers.

  - The Keewatin Yathe Health District's new hospital in La Loche opened in August 2001. The district also operates a hospital in Ile a la Crosse.

  - The Mamawetan Churchill River health district, covering the north central and northeast, opened a new health centre in 1996 in La Ronge. The La Ronge facility is certified as a training centre for the delivery of some health care programs. As well, the district can deliver training at the Flin Flon hospital for some health programs for Creighton and the northeast.

  ◊ Employment in the northern health sector is estimated at 1,000 people. The three northern provincial health districts of Keewatin Yathe, Mamawetan Churchill River, and Athabasca Health Authority, employ approximately 200, 255 and 20 respectively. Federally funded programs on the 12 northern First Nations employ an estimated 500 people as nurses, dental technicians, addictions workers, community health educators, and support staff.

  ◊ A global shortage of nurses is creating an out-migration of nurses to other provinces and countries and is creating competition among health districts for nursing staff. Health districts in northern and rural areas have more difficulty in recruiting nurses, lab technicians, emergency medical technicians, doctors, and counselors because they must compete with other districts that can offer more services and amenities. This situation is expected to worsen. It is important, therefore, that residents from the region are trained in health care careers because they are more likely to remain in the north.

◊ The three northern health districts are part of the Saskatchewan Association of Health Organizations (SAHO), which is working on a training strategy to address skill shortages.

- During 2001, SAHO will complete Phase II of its assessment of human resources and training needed in the provincial health sector over the next few years, with particular emphasis on Aboriginal training needs. Phase II will focus on the development of strategies for new or alternate delivery methods of training, development of programs, implementation of pilot programs, and pursuit of funding.

- Phase I determined that the labour force in the provincial health sector is middle aged with a large retirement turnover expected in 10-15 years, that the employment demand is growing, and that vacancies and turnover rates are higher in the north.

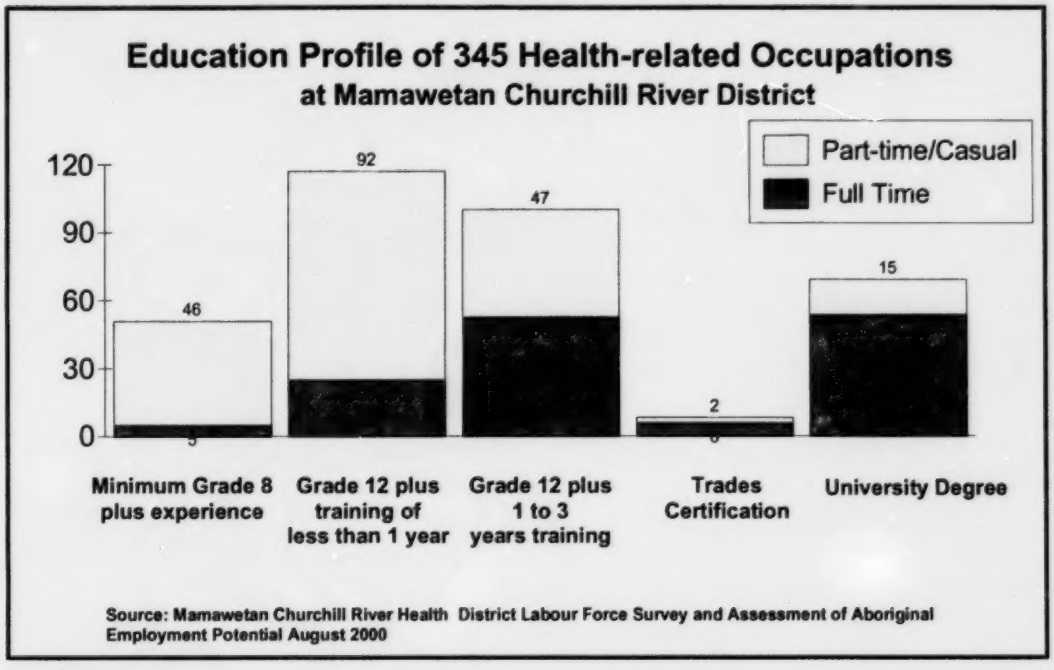
◊ The three northern health districts are also working together with training agencies through the Health Training and Employment subcommittee to the Northern Labour Market Committee. The partners will work together to address the current shortage of nurses in the north as an immediate priority. Its long-term objectives include promoting health careers in schools, developing programs and new delivery models, and identifying employment opportunities in health careers in the north.

◊ The Mamawetan Churchill River District completed an assessment of its occupations which shows 345 positions filled by 255 employees: some employees fill 2 or more positions. The graph below shows that:

- Only 41% of positions are full time.

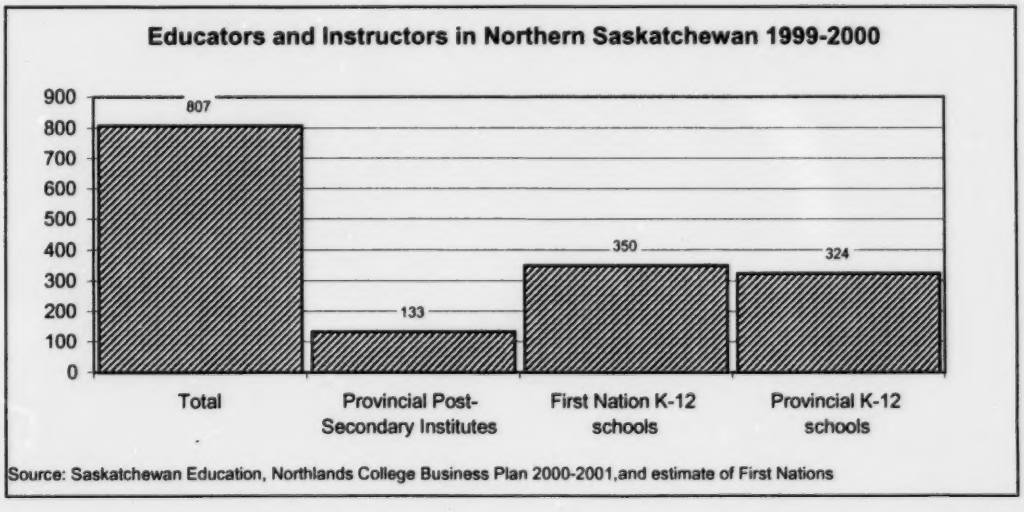
- The majority (49%) of positions require less than one year of post-secondary education. 31% of positions require one to three years of technical training, and 20% are in the high skill class, requiring a university degree.

- Workers at higher skill levels have more full-time employment. Those in occupations requiring university degrees enjoy 78% full time employment compared to only 10% full time employment for those in occupations requiring less than Grade 12 education.



- Addressing the **teacher** shortage

  ◊ Approximately 800 teachers are employed in the northern region: provincial schools in the north employed 324 full-time equivalent educators in 1999-2000, provincial post-secondary institutes employed 133, and it is estimated that the First Nations school systems employed approximately 350.



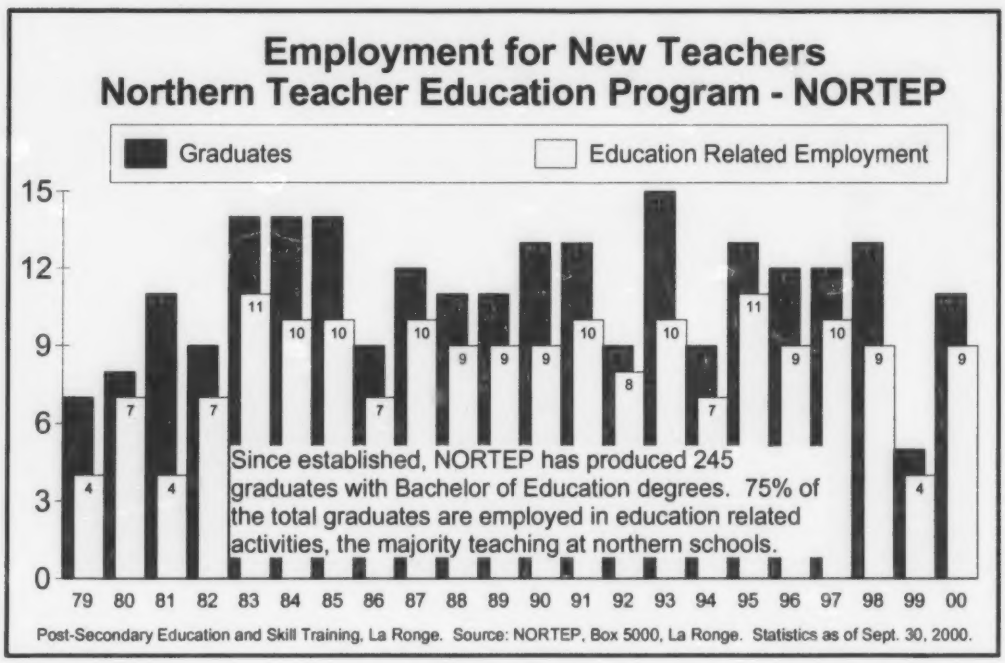
◊ The Saskatchewan Teachers Federation reports that recruiters from the United States and from neighbouring provinces can offer significantly higher salaries than Saskatchewan,

with the result that 1 in 5 graduates leave the province to teach elsewhere. The teacher shortage is also fueled by the decrease in graduates from the province's universities and by an impending exodus from the profession as baby boomers retire.

◊ School districts in northern and remote areas always have had more difficulty in recruiting teachers because they must compete with other districts that can offer more services and amenities. And unlike rural school districts, the northern region has a growing school-age population. Teachers with high school and math/science qualifications in particular are already in short supply in the north. This situation is expected to worsen as other provinces and southern districts mount more aggressive teacher recruitment campaigns.

◊ NORTEP, a Bachelor of Education program based in La Ronge, has graduated 245 teachers since 1979. Almost all the graduates are of Aboriginal ancestry. The majority (75%) of NORTEP graduates have stayed in the north to live and work.

◊ NORTEP changed it mandate and program offerings in autumn 1999 to address the current shortage of high school and math/science teachers as well as the future shortage of teachers in general. More science courses are now offered with a goal of producing middle years and high school teachers with specialty program qualifications. As well, in autumn 2001, NORTEP will increase its intake by another 15-20 students.


Employment for New Teachers
Northern Teacher Education Program - NORTEP
Graduates
Education Related Employment
15
12
9
6
3
0
79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00
4 7 4 7 11 10 10 7 10 9 9 9 10 8 10 7 11 9 10 9 4 9
Since established, NORTEP has produced 245 graduates with Bachelor of Education degrees. 75% of the total graduates are employed in education related activities, the majority teaching at northern schools.
Post-Secondary Education and Skill Training, La Ronge. Source: NORTEP, Box 5000, La Ronge. Statistics as of Sept. 30, 2000.

◊ Three roundtables were held between spring 2000 and spring 2001 to generate ideas for new approaches for recruiting and retaining teachers in northern schools. Participants included government, administrators, and educators from provincial and First Nations school divisions and post-secondary institutions. One outcome of the roundtables is a new provincial bursary program of $1 million implemented in April 2001 by Saskatchewan Education. The new bursary program includes special initiatives for northern and Aboriginal people who wish to enter teacher training or who wish to upgrade their teaching qualifications. School divisions also have implemented their own incentive packages to retain and recruit teachers.

3.8 Commercial Services Sector

The commercial service sector includes personal and business services, recreation, accommodation, and transportation. Employment in this sector totals 1,390 in such occupations as administrators, hotel and restaurant workers, retail staff, accountants and book-keepers, truck drivers, and hair stylists. Between 1991 and 1996, this sector grew by 45%.

- Growth in **personal and business services**

  ◊ A new bank was established in Ile a la Crosse in early 2001. The Bank of Montreal is located in the municipal office and offers personal and business services. The Bank is considering opening similar co-location branches in other northern municipal offices.

  ◊ Sales and service, business, finance, administration and management occupations are projected to be the fastest growing occupations for the next few years, according to the SI Forecast June 1999.

  ◊ Companies providing business services to northern mines in such areas as catering, janitorial, security, and underground mining, have reduced their workforces by 50% because of a decline in activity in the mineral sector. These companies now employ about 300 workers of whom 175 are northerners, compared to a total of 700 employees last year.

  ◊ Forestry companies have suggested that northern entrepreneurs establish equipment service centres to meet the needs of the projected forestry boom in the north.

- 3% annual growth in **tourism industry** projected to 2005 (Statistics Canada)

  ◊ Tourism Saskatchewan ranks tourism 4th among all industrial sectors in the province, employing more than 42,000 full and part-time workers and generating an estimated $1.14 billion in visitor expenditures. Saskatchewan residents account for 64% of total expenditures.

  ◊ The sector is primarily comprised of owner-operated small businesses, most of which

operate on a seasonal basis or have peak seasons.

◊ 39 national occupational standards and 26 national certification programs have been developed and are available in Saskatchewan for such careers as food server, bartender, front desk, tour director, guide, and heritage interpreter.

◊ Two emerging trends offer opportunities for northern and provincial tourism: Aboriginal tourism ventures and adventure tourism. These ventures would require employees trained in cultural traditions, customer services, youth programs, and heritage interpretation. (As identified by Tourism Saskatchewan and Canadian Tourism Commission.)

◊ In 2000, the Northern Tourism Task Team commissioned a study to look at the current state of the northern tourism industry. That study, published in early 2000, projects that the forests, wildlife, lakes and rivers will continue to be the main draw for tourists to the northern region.

- It estimates that 230 fishing/hunting outfitters operate in the northern region as well as 31 recreational resorts and 45 government campgrounds. Outdoor adventure is offered by 25 northern operators (some overlap with outfitters) who provide non-consumptive tours and eco-tourism activities such as hiking, canoeing, house boating, and rafting.

- Tourism businesses north of Waskesui are estimated to benefit by less than 1% of the total overnight trips and less than 1% of the total tourism expenditures made in Saskatchewan. (Canadian Travel Statistics show trips and expenditures are 2% for the combined area of Waskesiu, Prince Albert, Meadow Lake Park, and northern region.)

- Less than 20% of all recreational hunting and fishing is done in the north.

◊ During 2001, the Northern Tourism Task Team will complete phase 2 to address such barriers as poor road infrastructure, destinations not being market ready, no comprehensive marketing plan, no common northern image, and difficulties securing financing. The outcome will be a plan for northern tourism including promotion, communication, marketing, and organizational development.

◊ Northern Saskatchewan Tourism, formed 2 years ago, represents over 200 fishing outfitters, hotels, golf courses and other tourism businesses in the northern half of the province. The agency's task is to market the region, increase per day visits, increase the length of visitor stays and increase visitors' expenditures. The association will address many barriers faced by northern tourism operators through such efforts as developing a northern image, increasing marketing, and improving communication among tourism stakeholders.

- **Transportation** industry tied to economic cycles in mining, forestry, construction, and tourism

  ◊ Although there is a critical shortage of qualified commercial **truck drivers** across Canada, the trucking industry that serves the northern mines is experiencing a downturn as a result of the completion of construction of 2 new uranium mines and the continuing poor ore prices. The trucking industry could see increased activity if construction proceeds on the proposed Cigar Lake mine with spin-off renovations to mills at McClean Lake and Rabbit Lake mines.

  ◊ Northern Resource Trucking, the main carrier for northern mines, sees a steady future for NRT even though the growth days for mining are over for now. NRT's new 5-year contract with Cameco took effect in September 2000. Its contract for Cogema's mines expires this year. The company is also diversifying into forestry, hauling rough lumber from the Wapawekka sawmill at Prince Albert to Weyerhaeuser's planer and kiln at Big River. NRT is owned 71% by northern First Nations and Metis communities.

  ◊ The projected forestry boom in northern Saskatchewan is expected to increase the demand for local truck drivers and owner-operators. However, the Forestry Report Phase II indicates that most of the existing loading and hauling contractors feel that they can accommodate the increased volume either by extending the operating period or by adding shifts. Drivers that are seasonal will now have opportunities to work longer periods or full time. Through interviews with forestry contractors, the report also found that truck driving had very poor employee retention rates. Training may be needed, therefore, not only to fill projected new jobs but also to replace drivers lost through attrition.

  ◊ One of the main barriers to northerners in driving occupations is the lack of a basic driver's license. Many residents of small northern communities do not have access to vehicles, driver training programs, or testing.

  ◊ In 2000, SIAST open the first provincial commercial **pilot training** program in a unique partnership with industry. The program combines ground school training with flight training with industry, and ends with a further 3 months of ground school in the second year. Students (who require a private pilot license before enrolment) can expect to pay $35,000 for tuition and flight training.

  ◊ In 2000, the Prince Albert Ground Council and the National Aviation College formed a partnership to offer a 2-year commercial pilot/aviation management certificate program targeted to Aboriginal students. Students will earn their private and commercial licenses at an estimated cost of $40,000 per seat over 2 years.

  ◊ The Aviation Sector Partnership estimates that the north needs over 20 journeymen and 20 apprentice aircraft mechanic engineers in the next few years. Northern Air Operations, the province's aircraft unit for forest fire fighting, have an immediate need. SIAST and the Aviation Council are considering an aircraft mechanic engineer program in partnership with Bombardier in Moose Jaw. Northern stakeholders would prefer that

some of the training is undertaken in the north through Northlands College in order to train northern and Aboriginal people who are more likely to stay in the north to work.

3.9 Public Administration Sector

- Shortage of public administration workers forecast

  ◊ Public administration includes employment at the federal, provincial, municipal and First Nations levels in jobs like administration, conservation officer, bookkeepers, and clerks. Census 1996 reports that 1,590 people are employed in this sector in the northern region, a decrease of 20% since 1991.

  ◊ Both the federal and the provincial governments forecast a huge skill shortage in the next 10 to 15 years as baby boomers retire. The majority of workers at the federal and provincial levels are now in their mid-forties. Over the past decade, the federal government down-sized it workforce, not only causing low morale but reducing the number of workers with shortest seniority - generally the youngest workers. In addition, neither level of government has undertaken marketing to entice young workers into the sector. The result is that youth generally overlook employment in the public sector as a career choice.

  ◊ In order to attract young people into professional careers with the provincial government and to increase the workplace diversity, the Government of Saskatchewan implemented a new 2-year management internship program for Aboriginal people in summer 2001. Over the next 2 years, 40 people with Bachelor degrees will be hired for internship in management positions

  ◊ At the municipal government level, communities across the north have experienced a shortage of qualified workers with administrative skills for jobs in local government administration, economic development, and low-cost housing administration. SIAST recently developed a Social Housing Management Training certificate program for housing administrators in the north. Northlands College worked with the University of Regina to develop a diploma program in local government administration, combining on-the-job experience and distance education/tutorial support.

  ◊ Municipal and First Nations communities also require certified water and sewer managers. In four years all managers will be required to be certified in water and waste management in order to operate their community water and sewer systems.

Services and Public Administration Sector Forecast

- National shortages of nurses and teachers are expected to have an even greater effect on the north because of our inability to compete with larger centres that can offer more amenities, and because of a growing demand from our growing population. The challenge for agencies is to have local people trained in time for these jobs, since local people tend to remain in the north.

- In order to meet the projected growth in tourism, the northern region must develop a marketing strategy and a well-trained workforce. Aboriginal cultural experiences and outdoor adventures offer potential for northern tourism operators.

- The upcoming expansion of the forestry industry will create employment opportunities for local truck drivers and business opportunities for entrepreneurs in equipment maintenance.

- Northern municipal and First Nations communities will need to upgrade their existing staff to meet certification criteria in local government administration and water and sewer management.

Labour market demand	Course Offerings 2001-2002
Emergency medical technician	Emergency Medical Technician
Special Care/Home Care Aide	Special Care/Home Care Aide
Nurse, licensed practical nurse, pre-nursing	Practical Nurse
Combined laboratory/X-ray technician	Chemical Dependency
Chemical addictions worker/Rehabilitation	First Nations Childcare
Food preparation/Institutional Cooking	1st Aide/CPR
Truck driver	Truck driver
Pilots, Aircraft mechanic engineers	
Driver training	Business Administration (SCN)
	Computer clerk/computer technician
Local government and housing administrators	Waste/Water management
Computer software skills	
Accountants and accounting skills	University math and science courses
Waste/Water management	Literacy
Teachers	Adult 12/pre-technologies/Developmental
Trades workers in maintenance and repair	studies/GED preparation
Management Skills workshops	

4. Addressing Career Planning and Training Needs

4.1 Career and Employment Services

Canada-Saskatchewan Career and Employment Services were established in 1999 under the Federal/Provincial Training Agreement to help match the abilities of Saskatchewan workers with the needs of Saskatchewan employers. Career and Employment Centres in 5 regions across the province are administered by Regional Services Branch of Post-Secondary Education and Skills Training.

- The three CanSask offices located in the northern region provide a range of services and information, including:
  - ◊ Providing office space, fax machines, computers, and telephones for job seekers;
  - ◊ Providing career, training, and employment information from the Internet, newspapers, publications, and resource library;
  - ◊ Assisting job seekers with resumes and job searches, job postings and referral services;
  - ◊ Counseling clients on careers and employment preparation;
  - ◊ Assisting employers with job advertisements, recruitment, and screening of workers;
  - ◊ Providing employers with wage subsidies to assist them to find and train their workforces; and
  - ◊ Promoting local job development through partnerships with employers and community stakeholders to create sustainable employment.

- The three northern offices offer the following funding programs for employers and students.
  - ◊ The Work Placement program provides on-the-job training to eligible employees and assists employers to identify available jobs and the skills needed to fill those jobs.

  - ◊ The Bridging program provides a flexible range of programs, services and supports based on the needs of the clients. This includes assessment, career counseling, job readiness skills, employability skills, life skills, academic upgrading, literacy, entry level skills, work experience, mentoring, job coaching, job development services, and employment related supports.

  - ◊ The Community Works program provides funding assistance to community-based organizations and municipalities to hire and train eligible employees in job creation projects that provide a direct benefit or service to the local community.

  - ◊ Two programs provide financial support to clients taking training courses. Skills Training Benefit assists clients receiving, or have received, Employment Insurance Benefits in the past 3 years who need to take training to get a job and keep it. The Provincial Training Allowance supports lower income students or students receiving social assistance who are enrolled in adult basic education or related courses.

4.2 Training Program Delivery

4.2 a) High Priority Areas

- **Basic Education** is key in preparing Northerners to participate in the development of northern Saskatchewan and was deemed high priority at the program planning meetings including: **Developmental Studies Phases I, II and III, Adult 12, GED 12, and Literacy**.
- **GED 12 demand** has increased due to grade 12 requirements for employment opportunities in the oil and forestry sectors.
- Due to the lack of access across the north, **math and sciences** continue to be a priority in order for northerners to gain entry into technical and health-related training.
- **Forestry**-related training and employment opportunities were identified during the planning meetings. Implications of the planned forestry expansion include increased employment opportunities in harvesting and sawmill operations, the requirement for technical expertise in forestry management and significant potential to expand into the secondary processing of forestry products.
- Four program areas were determined to be of primary importance to Local Governments to meet community services: **Local Government Administration, Recreation-Tourism, Water and Wastewater Treatment** and **Volunteer Fire Fighting (structural).**
- In the Health sector needs were identified for **Licensed Practical Nurses, Pre-nursing, Home Care/Special Care Aides, Rehabilitation Workers, Emergency Medical Technicians, First Aide/CPR, First Responders and Registered Nurses.** Given that the northern region has one of the highest employment turnover rates for nurses it is essential to train northerners for northern employment opportunities.
- Apprenticeship training is a high priority in the north as evidenced by continued support for the Northern Apprenticeship Committee. Communities again reiterated their need for **plumbers** and **electricians**, as well as additional demands for **heavy duty mechanics industrial mechanics** and **welders** by industry.
- Training for the projected employment opportunities at the **oil sands** near Fort McMurray was identified during the planning meetings. Implications of the oil sands expansion for residents in the northwest include increased employment opportunities for residents who meet the grade 12 criteria.
- Detailed labour market demand and course offerings are included in the Sector Forecast Tables at the end of each industrial sector of the Overview Section.

4.2 b) Potential Resource Allocations

Northlands College's training capacity will decrease in 2001/02. In 2000/01 the Board allocated additional one-time funds to Basic Education, Literacy, University Training and specific skill training programs. Some of the activity generated by these funds will carry over into 2001/02 but, overall, there will be a decrease in activity.

Northlands College continues to develop major partnerships to leverage funding for the delivery of training across the north. As such, at the April Board Meeting, the Board approved a Program Plan which allocates funds by program area, by region and targeting key sectors such as mining, forestry and health.

Factors that will impact the resources available for programming in the 2001-2002 program year are as follows:

- Partnership ability has been maximized and there is little room for expansion.
- Program dollars allocated by the province are status quo and inflationary costs will have to be met by existing budgets.
- Increased access via technology will result in increased costs for learner support to ensure success.

4.2 c) Capacity Issues

Northlands College develops its training plans based on needs identified by the communities, Aboriginal agencies, economic development organizations, and by industry. As a result:

- Programs rarely experience low enrollments.
- All programs, particularly skill training, experience capacity pressures. Industry involvement in the training needs assessment process ensures that skill training is linked directly to employment opportunities and activity within the northern labour market. In an area with a large young population and a small economic base, training is seen as a means of accessing the few available jobs. Usually the numbers of applications for training are ten times the numbers of available training seats.

The College anticipates that pressure will continue, particularly in high school programming/basic education and skill training, because of the large young population in the northern region. As of the May 2001, Northlands College Student Statistic Report the statistics were:

Region	**Total Programs**	**Total Enrollment**	
		F/T	**P/T**
Western	50	485	158
Eastern	47	446	146
Central	57	512	308
Athabasca	19	285	24
Totals	**173**	**1728**	**636**

4.3 New Delivery Strategies for Career Planning and Training

- During 2001-2002, CanSask Career and Employment Services and Northlands College will continue a **partnership agreement** for a third year at the Buffalo Narrows Program Centre. Under the partnership, Northlands College will deliver CanSask's career and employment services to the communities of Buffalo Narrows, La Loche, Garson Lake, Bear Creek, and Descharme. A similar partnership has been established with Northcote Metis Development Corporation to provide career and employment services to the communities of Cumberland House and Sturgeon Landing. Consideration is also being given to the communities of Pinehouse and Stony Rapids.

- Northlands College's program centre in Creighton continues to provide **co-location** and integrated services for CanSask Career and Employment Services.

- CanSask Career and Employment Services is negotiating a multi-year contract with Keewatin Career Development Corporation (KCDC). This partnership has been established to meet the needs of clients residing in remote locations where access to CanSask services is limited. The **career and employment services are offered through multi-media,** in person via outreach offices, Band Offices, and high schools. As part of KCDC's mandate, they provide seminars and workshops to counselors in these remote locations which will better enable them to offer quality career and employment services.

- CanSask career services negotiated multi-year contracts with the Gary Tinker Federation to provide **assessments to clients with disabilities,** and with Northlands College to provide **assessments to clients in remote locations**.

- Northlands College and CanSask in collaboration with Keewatin Career Development Corporation and the Headwaters Project, facilitate the operation of up to 40 TEL Community Access Centres. The **Headwaters** Project, a new 3-year demonstration project to provide information and communication technology services to remote communities in northern Saskatchewan. The project is one of 12 national pilot projects funded by Industry Canada, with matching in-kind contributions from the northern partners. The partnership will incorporate **distance education courses, career services, curriculum development, community Internet centres**, as well as product marketing and e-commerce services for businesses.

- The Mineral Sector Steering Committee will continue to **determine programs under the Multi-Party Training Plan II** for the mining sector and work with Northlands and other institutions for program delivery. For the 2001-2002, 15 programs have been identified to date for delivery and three programs will carryover from 2000-01.

- The **Forestry Sector Memorandum of Understanding** was formally signed in June, 2001. The agreement establishes the basis for **partnerships to deliver forestry training** and will allocate $850,000 to training projects across the forestry belt, which extends south of the Northern Administration District. Northlands College is a signatory to the agreement and will partner with industry to deliver training in the North.

- Northlands College continues to focus on building partnerships with other agencies to deliver **community-based programming**. In the 2000-2001program year, as of May 2001 Northlands delivered a total of 173 Education and Training programs in a total of 36 communities and workplace sites.

- Northlands College will continue to deliver **Developmental Studies Phase I, II and III**. The Developmental Studies Program is adult-centered with multiple entry and exit points. Key objectives of the program are to provide students with personal, professional, and academic skills to be successful in further education or to enter directly into the workforce.

- **Adult 12 programs** will be delivered in the three main program centers located in La Ronge, Creighton and Buffalo Narrows. In 2000-2001 Northlands College internally reviewed the Adult 12 program recommendations came forth in the areas of accessibility, facilities and equipment, curriculum, delivery methods, evaluation methods, staffing, student support systems, and student accommodation. Initially some of the recommendations will be implemented in the forthcoming year such as the inclusion of a computer class and an additional vocational option (ie. forestry, entrepreneurship, exploring trades and technology).

- The College has developed a comprehensive **Basic Education Assessment Model** designed as a systematic process for gathering academic and personal student information in order to make decisions about the provision of services in areas of programs, instruction, and counseling. The primary objectives are to improve instructional strategies, improve students' ability to learn, assist staff to organize programs, and assist student services in developing counseling strategies and interventions. In order to accommodate those student identified through the BE Assessment Process and increase their success, the College has filled three **Learner Assistance and Development Instructor positions**.

- Development and implementation of a **Northern Literacy Strategy** that will focus on increased partnership to increase literacy learning opportunities.

- **A first-year university math/science/engineering program** will continue in La Ronge to promote northern access to math/science related careers undertaken by the College. The program, implemented in 1998/99, will continue to be delivered with support from the Multi-Party Training Plan through the Mineral Sector Steering Committee.

- Northlands College is piloting 18 months of **University Programming in Buffalo Narrows and Creighton** with one time funding. A University facilitator supports students providing learner's with academic support services.

- In support of Technology Enhanced Learning, Northlands College will participate in four computer-mediated courses this year: **Computer Science 100**: All three sites will participate in this WebCt pilot course from the U of Regina. **PAS 270 (Physical Activities Studies)**: Buffalo Narrows and Creighton are part of this pilot project from the U of R . Physical Activities department, provided that they have the infrastructure in place by November, in order to test the system before the January start. **French 104**: A pilot project for La Ronge, combining both WebCT and Classpoint. **SW 420**: This Social Work course will be offered in La Ronge as a supported class choice for those completing a B.SW. Students will meet in

our computer lab, at a designated time with tutorial support, and participate in the on-line course.

- **Northern Apprenticeship Committee and the Exploring Trades & Technology (K-12) committees** continue to work together to promote trades careers in northern Saskatchewan. The project encourages youth and adults towards trades as a career opportunity, links high school students to the workforce, facilitates career and educational planning, and assists northern apprentices to move more quickly to achieve journey person status.

- The Apprenticeship Commission has received funding targeting increasing **Aboriginal Apprenticeship positions.** Northlands College in collaboration with other participants is developing a strategy to achieve this goal.

- In partnership with the Northern Revenue Sharing Trust Account Board and CanSask, Northlands College is delivering training for **Water and Waste Water Operators** to prepare for the ABC Level One Certification exams.

Table 1: Northlands College Community and Regional Needs Identification 2001-2002

Western Region Community Needs Assessment

Beauval		
Construction/Carpentry Levels	Employment Readiness	Oil Field Safety Basic Trng
Pre-Employment Readiness	GED 12	Lifeskills
CPR/First Aid	Drivers Education	Silva Culture Reclamation
Simply Accounting	Various Forestry Training	Mechanical Harvester
Delimber		
Buffalo Narrows		
Carpentry Levels	Cosmetology	First Nations Childcare
Health Areas	Local Gov't Administration	Office Education
Orientation to Daycare	Recreation Tourism	Regional University
Tourism Sm. Bus. Op	Volunteer Firefighter Trng.	Waste/Water Mgmt.
Ile a la Crosse		
Adult 11/12	Carpentry/Apprenticeship	Computer Clerk
Forestry Related Program	Integrated Resource Management	Local Gov't Administration
Power Engineering	Special Care Aide	Store Front
Waste/Water Mgmt.		
La Loche		
Boiler Maintenance	Cooking	Dietary Aides
Ft. McMurray Apprenticeship	Housekeeping	Licensed Practical Nurse
Mgmt. Training	Sawmill Operator	Cut/Skid
Special Care Aide	Upgrading 6-12	Various Trades
Waste/Water Mgmt.		
Cole Bay		
Admin./Computer Clerk/Retail Mgr.	Adult Upgrading	Class 1A & Class 4
Computer Skills	Sawmill Training	Cut/Skid
Log Haul Driver Training	Recreation Training	Waste/Water Mgmt.

Michel Village		
BE Upgrading	Driver's Education	Waste/Water Mgmt.
St. George's Hill		
Camp Cook	Computer/Internet Training	Driver Training (Class 4 & 5)
First Aid/CPR	GED Testing	Mill Foreman
Sawmill Operator	Upgrading 5-10	Waste/Water Mgmt.
Turnor Lake (Hamlet/Band)		
Computer Business Administration	Freshwater Angling Guide	Internet
Literacy	Local Gov't Administration	Office Education
Upgrading	Various Forestry Skills	Waste/Water Mgmt.
Jan's Bay		
ABE 5-10	Accounting Training	Adult 10-12
Class 1A	Correspondence	Cut/Skid
Developmental Studies Ph I & II	Distance Education	Followup Computer Training
GED Testing	HEO & Mechanics	Small Engine Repair
Trades (Plumbing/Heating)	Vocational Forestry	
Keewatin Yathe		
Licensed Practical Nurse	Physio Therapists	Pharmacists
Certified Combined Tech. (lab/xray)	Waste/Water Mgmt	Public Health Inspectors
Housekeeping	Dietary Persons	Emergency Medical Technicians
First Responder Training	Home/Health Care Aide	

Western Region Priorities

Group 1		
Basic Education		
Adult 12/Pre-Technologies	Developmental Studies I, II & III	GED Prep – 12 weeks
Literacy		
Skills		
Forestry		
- Sawmill	Cut Skid	Professional 1A Log Haul
- Post Cutting Operators	Mechanical Harvesting	Silva Culture (tree planting)
- Camp Cooks	Integrated Resource Management	
Freshwater Angling Guide	Fireman's Cert. (Power Engineering)	Plumbing/Heating/Electrical
Oil Analysis	Carpentry	Computer Skills
Business/Office Management	Management – diploma, certificate	Front Line Supervisors
Bookkeeping		
Northern-Wide		
Local Gov't Administration	Waste/Water Management	Recreation & Tourism Management
Licensed Practical Nursing		
Health		
Special/Home Care Aide	Licensed Practical Nurses	EMT – La Loche/Turnor Lake
First Responders (First Aide/CPR)	Pre-Nursing	CCT (lab & xray)
Pharamacists	Physio Therapists	Public Health Inspectors
Group 2		
Regional Priorities		
Local Government Administration	Waste/Water Management	SERM Crew Boss, etc.)
Degree Nursing (pre-nursing)	CCT	Office Education
Plumbing/Heating/Electrician Apprenticeship	Carpentry	First Aid Instructors
College Wide		
Local Government Administration	Waste/Water Management	
Local Priorities		
Forestry (Jan's Bay/Cole Bay)	Upgrading (Turnor)	Computer/Business
Administration		
Home Care/Special Care Aide	Small Engine Repair – Cole/Jan's Bay	First Responders
Tourism/Economic Development/Small Business		
Basic Education		
Adult 12 – Cole Bay/Jan's Bay		

Eastern Region Community Needs Assessment

Denare Beach

Mill Operator	Zinc plants	Underground Mining
House Building		

Sandy Bay

Office Technologies	Certified Town Foreman	Home Maintenance
Plumbing	Electrical	Mechanics
University Bridging	Fishery Technician	Home Care/Special Care

Sandy Bay

Home Care/Special Care	Adult 12	Office Technologies
Math/Sciences	Social Worker	Special Needs Teacher
Developmental Studies Phase III	Computer Training	Forestry Training
Firefighter Training	Crew Boss Training	Camp Cook Training

Cumberland House - Northcote

Local

Developmental Studies Phase III	Adult 12	University (Yr 1)
Forestry Training	Introductory Computer Training	

Regional

Licensed Practical Nurse	Teacher Training	Math/Science Program

Cumberland House - Band

Developmental Studies Phase III	Vocational Forestry	

Flin Flon - Friendship Center

Forestry Training	Youth Worker	Early Childhood Educator
Child/Family Worker	Recreational Vehicle Repair	Pharmacy Technician
Basic Electrician	Refrigeration/Air Conditioning	Proposal Writing
Integrated Resource Management		

Creighton - Northcote

Conservation Officer	Fishing/Hunting Guide	Entrepreneurial Training
Carpentry – Housing Maintenance	Computer Courses (Accounting)	Social Worker

Pelican Narrows- PBCN

Community Based Teacher Trng	Business Administration (Yr 2)	Mechanical Harvester
Social Work (Yr 1)		

Central Region Community Needs Assessment

La Ronge		
Licensed Practical Nurse	Chemical Dependency	Waste/Water Mgmt
WHMIS	Small Motor Repair	
La Ronge CREDO		
Management Training		
Air Ronge		
Waste/Water Mgmt		
Timber Bay		
Developmental Studies Phase III	Volunteer Firefighting	
Brabant Lake		
Log Cabin Building		
Stanley Mission		
GED Preparation	Home Maintenance & Repair	Basic Computer Training
Camp Cook		
Weyakwin		
Developmental Studies Phase II & III	Adult 12	Volunteer Firefighter
Firefighter Training	Camp Cook	
Southend		
Developmental Studies Phase III		
Pinehouse		
Developmental Studies	Local Gov't Administration	Waste/Water Mgmt
Business Mgmt	Community Dev't Officer	Marketing
Various Forestry Training	Solid Waste Mgmt	Volunteer Firefighter Trng
Lac La Ronge Indian Band		
Literacy	Adult Education/Upgrading	Adult 12
Youth School Retention	Various Forestry Training	Camp Cook
Basic Computer Training	First Aid/CPR	Driver Training (Class 5)
Health District		
Home Care/Special Care Aide	Certified Dental Assistant	Rehabilitation Asst
Emergency Medical Technician	Addictions Counselors	Social Worker
Service Worker/Food Services	First Responders	Recreational Therapist
Licensed Practical Nurse	Registered Nurse	Pre-Nursing
Public Health Inspectors	Clerical Training	Combined Certified Tech.
Supervisory Courses		

Central Region Priorities

La Ronge/Air Ronge/La Ronge Band		
Licensed Practical Nursing	Chemical Dependency	Waste/Water Mgmt
WHMIS	Small Motor Repair	
Literacy	Adult 12	Various Forestry
Weyakwin		
1.Developmental Studies	2.Adult 12	3.Volunteer Firefighter
4.Fire Fighting	5.Camp Cook	
Pinehouse		
1.Waste/Water Mgmt	2.Business Mgmt	3.Developmental Studies
4.Volunteer Fire Fighter		
Southend		
1.Developmental Studies Phase III		
Timber Bay		
1.Developmental Studies Phase III	2.Volunteer Fire Fighter	
Centralized Programs		
Adult 12	Developmental Studies	First Responder
Chemical Dependency	Emergency Medical Tech	Licensed Practical Nurse
Home Care/Special Care Aide	Rehabilitation Worker	Volunteer Fire Fighter
Math/Science/Engineering	CISCO	Institutional Cooking
Pre-Nursing	Waste/Water Mgmt	Management Skills Workshops

Athabasca Region Community Needs Assessment

Wollaston Lake

Clerical Training	Basic Computer Training (Internet/Web)	Small Bus./Acctng
Food Preparation	First Aid/CPR	Propane Training
Income Tax Returns	Retrieval Program (17-21)	Emergency Response
Occupational Health & Safety Training	University Entrance Program	ACCPAC Accntg
Commercial Fisherman's Helper	Hospitality Guide Training	Life Skills
Cosmetology	Board Training	Hunter Safety
Conference Coordinator	RCMP auxiliary	Fire Arm Safety
Special Education & Teacher Assistant Training	Line Cutting	Small Motor Repair
Guidance Counsellor	Home Care/Special Care	Cultural Programmer
Janitorial Training	Developmental Studies	Carpentry Level II
Emergency Response	Research Training (local history)	

Hatchet Lake Band

Snowmobile Safety Training	Heavy Equipment Mechanic (on the job)	Carpentry Level I
Apprenticeship Trades Programs (electrician/plumbing)		Water/Waste Management
Mill Operator Training	Underground Mining	

Uranium City

First Aid/CPR	Basic Computer Training	Fire Crew Trng
Fire Arm Safety	Board Training	Adult 12/GED
Volunteer Firefighter Training	Driver Training (Class 5)	Small Bus. Mgmt
First Responder	Health Sector Training	

Camsell Portage

First Aid/CP	Fire Arm Safety	Life Skills
GED 12		

Black Lake

Driver Training (Class 5)	First Aid/CPR	HEO(on the job)
Carpentry Level II	Administration (1 year)	Literacy
Teacher Assistant & Special Education	Developmental Studies Phase III	BE 10-12
Emergency Response	Basic Clerical Training	Orientation to Daycare

Fond du Lac

Literacy	Developmental Studies Phase I-III	GED 12
Automotive Mechanic/Maintenance	Driver Education ("S" & Class 5)	Basic Computer Trng

Stony Rapids

First Aid/CPR	Driver Training (Class 5)	GED 12
Plumbing/Renovation Training (on the job)	Volunteer Firefighter Training	Proposal Writing
Entrepreneurial Training	Waste/Water Mgmt.	

Athabasca Region Priorities

Camsell Portage

Fire Arm Safety	Life Skills/GED 12	

Stony Rapids

Basic Education – GED 12	Entrepreneurial Training	Driver Training (Class 5)
Volunteer Firefighting	First Aid/CPR	

Fond du Lac

Developmental Studies Phase 1-3	Basic Computer Training	Auto Mechanic/Maintenance
GED 12		

Uranium City

First Aid/CPR Training	Health Training & EMT	Volunteer Firefighting

Wollaston Lake – Hatchet Lake

Clerical/Office Education Training	Carpentry Level I	Fire Arm Safety

Settlement

Life Skills	Hospitality/Guide Training	

Black Lake

Will pursue discussion with community and college.

Regional

First Aid/CPR (community based)
BE/Developmental Studies (community based)
Basic Computer Training (community based)
Clerical Training (community based)
(regional)
Driver Training (community based)
GED 12 (community based)
Fire Arm Safety (community based
Small Business/Entrepreneurial (regional)
First Responder (regional)
Teacher Assistant (regional)
Board Training (regional)
Water/Waste Mgmt

The priorities for the regional list should be:
Clerical (Black Lake/Stony Rapids)
Teacher Assistant

1. University Entrance Program -
2. Board Training - Local

Local - To be delivered in all locations
Regional - To be delivered in central location (e.g. Points North)

Table 2: Northlands College Calendar

COURSE OFFERINGS 2001-2002

This calendar represents only those programs that are in an advanced state of development at the time of calendar printing. Program details may be subject to changes. Additional programming is expected as funding and delivery partnerships are established throughout the program year.

PROGRAM NAME	LOCATION	DATES	LENGTH	TUITION FEES (approx)	BOOKS ETC. (approx)	ENTRANCE REQUIREMENTS (Intake interviews may be required)
MINE TRAINING						
1A Truck Driver Training-	La Ronge	TBA	TBA	TBA	TBA	TBA
Mine Operations	Western region	TBA	28 weeks	TBA	TBA	TBA
Pre-Technologies	Creighton	Sept. 4/01 – June 25/02	39 weeks			See Basic Education
Adult 12	Buffalo Narrows	Sept. 4/01 – June 25/02	39 weeks			See Basic Education – Adult 12
	La Ronge	Sept. 4/01 – June 25/02	39 weeks			See Basic Education – Adult 12
Workplace Education	Key Lake	TBA	25 weeks	N/A	N/A	No prerequisites
	Rabbit Lake	TBA	48 weeks	N/A	N/A	No prerequisites
HEALTH AND COMMUNITY SERVICES						
Practical Nursing	Creighton	Sept. 4/01 – Dec. 6/02	57 weeks	$3,819	$1,500	Grade 12 with a minimum 65% average; level 20
	Ile a la Crosse	Sept. 4/01 – Dec. 6/02	57 weeks	$3,819	$1,500	or 30 math
	La Ronge	Sept. 17/01 – Nov 28/02	57 weeks	$3,819	$1,500	
Home/Special Care Aide	Ile a la Crosse	TBA	Module	TBA	TBA	Grade 10, entrance testing may be required
	La Loche	TBA	Module	TBA	TBA	Grade 10, entrance testing may be required
	La Ronge	Sept. 01/01 – June 2/02	Module	TBA	TBA	Grade 10/GED, employee of health district
	Sandy Bay	TBA	Module	TBA	TBA	Grade 10, entrance testing may be required
Emergency Medical Tech	Beauval	Sep/01	14 weeks	TBA	TBA	Grade 12, CPR "C" Level and standard First Aid
	La Ronge	Jan 15/02 – Mar 30/02	11 weeks	$737	TBA	Grade 12, CPR "C" Level and standard First Aid
First Nations Child Care	Buffalo Narrows	TBA	40 weeks	$2,680	$350	Grade 12 or Mature Admission
First Aide/CPR	Various	TBA	3 days	TBA	TBA	No prerequisites
Water & Waste Management	Buffalo Narrows	Sept 17 & 24 intakes	6 weeks	TBA	TBA	Employee in waste/water management
Chemical Dependency 1	La Ronge	Sept. 10/01 – Jan 24/03	52 weeks	$3,484	$200	Grade 12 or equivalent/English A30, B30
BUSINESS						
Computer Technician	Creighton	Sept. 10/01 – Dec. 20/03	51 weeks	$3,417	$1,350	Grade 12-Eng A/B 30, Math A/B 30 Physics or testing
Office Education/ Computer Clerk	Buffalo Narrows	Sept. 4/01-June 14/02	37 weeks	$2,479	$1,325	Grade 12 or equivalent
Business Plan development	Creighton	Feb. 12/02 – May 11/02	12 weeks	$804	$150	Grade 12 with English A/B30, Math 30 or testing
CISCO	La Ronge	Oct. 1/01 – June 30/02	10 weeks	$1,600	N/A	Grade 12 or equivalent, knowledge of computers
FORESTRY						
Log Home construction	PelicanNarrows	July 3/01 – Aug 17/01	7 weeks	$469	N/A	Good work record, willing to learn
	Sandy Bay	Aug 22/01 – Oct 5/01	7 weeks	$469	N/A	Good work record, willing to learn
Mobile Mechanic	Creighton	Sept 25/01 – June 1/02	32 weeks	$2,144	$500	Grade 10 Math, technical mechanical aptitude
Mechanical Harvester	Cumberland	TBA	8 weeks	TBA	NA	Grade 10, excellent work record, reading skills
	Pelican Narrows	TBA	10 weeks	TBA	NA	
1A Truck Driver Log Haul	Buffalo Narrows	Oct. /01 – Dec./ 01	7 weeks	TBA	TBA	Grade 10, Class 5, drivers abstract, medical certificate
TRADES						
Carpentry Level 1	Buffalo Narrows	TBA	10 weeks	TBA	TBA	Grade 10 or equivalent
Carpentry Level II	Creighton	Feb. 04/02 – Apr. 26/02	12 weeks	TBA	NA	Level 1 and 1800 documented trade hours
BASIC EDUCATION	**Students should contact appropriate sponsoring agencies. College may sponsor tuition and books.**					
Adult 12/Pre-Tech.- semester System	Buffalo Narrows	Sept. 4/01 – June 25/02	39 weeks	$6,630	NA	Grade 10 or equivalent, placement exams
Adult 12/Pre-Tech.- Quadmester System	La Ronge	Sept. 4/01 – June 25/02	39 weeks	$6,630	NA	Grade 10 or equivalent, placement exams
Adult 12	Creighton	Sept. 4/01 – June 25/02	39 weeks	$6,630	NA	Grade 10 or equivalent, placement exams
Technical Preparation	PelicanNarrows	Apr. 2/02 – June 8/02	13 weeks	$2,210	NA	Grade 10 or equivalent
Developmental Studies – Phase I	Buffalo Narrows	Aug.29/01 – Nov 23/01	12 weeks	$2,040	NA	Pre-testing, interviews with student services
	La Ronge	Sept. 27/01 – Dec. 21/01	12 weeks	$2,040	NA	Pre-testing, interviews with student services
	Creighton	Sept. 10/01 – Dec. 4/01	12 weeks	$2,040	NA	Pre-testing, interviews with student services
	Cumberland	Sept. 4/01 – Nov 30/01	12 weeks	$2,040	NA	Pre-testing, interviews with student services
	PelicanNarrows	Sept. 4/01 – Nov 30/01	12 weeks	$2,040	NA	Pre-testing, interviews with student services

COURSE OFFERINGS 2001-2002

This calendar represents only those programs that are in an advanced state of development at the time of calendar printing. Program details may be subject to changes. Additional programming is expected as funding and delivery partnerships are established throughout the program year.

PROGRAM NAME	LOCATION	DATES	LENGTH	TUITION FEES (approx)	BOOKS ETC. (approx)	ENTRANCE REQUIREMENTS (Intake interviews may be required)
Developmental Studies – Phase I/Family Wellness	Southend	Sep. 10/01 – Dec. 21/01	12 weeks	$2,040	TBA	Pre-testing, interviews with student services
Developmental Studies – Phase II	La Loche	Aug 29/01 – Feb. 15/02	22 weeks	$3,740	NA	Phase I or pre-testing
	Creighton	Jan 7/02 – June 21/02	22 weeks	$3,740	NA	Phase I or pre-testing
	Pelican	Jan 7/02 – June 21/02	22 weeks	$3,740	NA	Phase I or pre-testing
	La Ronge	Jan 14/02 – June 19/02	22 weeks	$3,740	NA	Phase I or pre-testing
	Southend	Jan 9/02 – June 12/02	22 weeks	$3,740	NA	Phase I or pre-testing
Developmental Studies - Phase III	Buffalo Narrows	Nov. 29/01 - June 20/02	27 weeks	$4,590	NA	
	Green Lake	Aug. 29/01 – Mar 22/02	27 weeks	$4,590	NA	
	Deschambault	Aug. 29/01 – Mar 30/02	27 weeks	$4,590	NA	Phase I and/or partial completion of BE 10 program or pre-testing. Interview with student services may be required.
	Pelican	Nov. 26/01 – June 28/02	27 weeks	$4,590	NA	
	Sandy Bay	Sep 17/01 – Apr. 19/02	27 weeks	$4,590	NA	
	La Ronge	Sep 10/01 – Apr 5/02	27 weeks	$4,590	NA	
	Southend	Jan 7/02 – July 19/02	27 weeks	$4,590	NA	
	Black Lake	TBA				
GED Career Prep	Creighton	Oct. 15/01 – June 6/02	9 weeks	NA	NA	No prerequisites
GED Prep	Athabasca basin	TBA	TBA	NA	NA	No prerequisites
PALS	La Loche	Sept 4/01 – June 25/02	32 weeks	N/A	N/A	No Prerequisite
	La Ronge	Sept 4/01 – June 25/02	32 weeks	N/A	N/A	No Prerequisite
Literacy	Northwide					

FURTHER PENDING PROGRAMS

Developmental Studies Phase I - Weyakwin
Developmental Studies Phase II - Weyakwin
Developmental Studies Phase II – Montreal Lake
Developmental Studies Phase III – Montreal Lake
Developmental Studies Phase II – Pinehouse
GED Preparation – Stanley Mission
Adult 12 - Beauval

GED TESTING DATES

Fee $35 Photo ID required at test site

	La Ronge	Creighton
Aug /01	Aug 7 & 8	
Oct/01	Oct. 9 & 10	Oct 26 & 27
Dec/01	Dec. 11 & 12	Dec. 7 & 8
Feb/02		Feb. 15 & 16
Apr/02		Apr. 19 & 20
June/02		June 21 & 22
Further dates to be advertised		

TECHNOLOGY ENHANCED LEARNING OPPORTUNITIES

Northlands College will offer the following University of Saskatchewan and University of Regina courses. Sites may be available in: Buffalo Narrows, Creighton, Ile a la Crosse, La Loche, Pelican Narrows, Sandy Bay, Stanley Mission, and Wollaston

Course	Term	Course	Term
Classics 200	1	Geography 102.3/112.3*	2
Cree 100*	1	History 151.3*	2
Cree 101	2	Human Justice 431	2
Educational Psychology 322	1	Music 100*	2
Educational Psychology 323	2	Native Studies 110.6*	1 & 2
English 100*	1 or 2	Political Studies 110.6*	1 & 2
English 110	2	Psychology 100*	1
English 110.6*	1 & 2	Psychology 220	2
English 250	2	Social Work 416	2
Geography 101.3/111.3*	1	Theatre 150	2

* No prerequisite required

UNIVERSITY COURSES

Northlands College will offer the following University of Saskatchewan and University of Regina courses in La Ronge: September 2001 - April 2002 Academic Year

COURSE	TERM	COURSE	TERM
Anthropology 111.3*	1	Geography 101.3/111.3*	1
		Geography 102.3/112.3*	2
Archeology 112.3*	2	History 151.3	2
Biology 100	1	Human Justice 431	2
Biology 101	2	Math 110.3	2
		Music 100*	2
Chemistry 111.3	2	Native Studies 110.6*	1 & 2
Classics 200	1	Physical Activity 270*	2
Computer Science 100*	1	Physics 111.6	1 & 2
Cree 100*	1	Political Studies 100.6	1&2
Cree 101	2	Psychology 100*	1
Education Psychology 322	1	Psychology 220	2
Education Psychology 323	2	Social Work 416	2
English 100*	1or 2	Sociology 110.6	1& 2
English 110.	2	Sociology 220.6	1&2
English 110.6*	1&2	Sociology 212.3	1
English 250	2	Sociology 215	1
French 104	2	Sociology 233.3	2
		Theatre 150	2

* No prerequisite required

SIAST COURSES

La Ronge, Buffalo Narrows, Creighton

Business Certificate Program

Accounting 122	Economics 120
Accounting 125	Economics 121
Administration 120	Finance 120
BCOM 120	Law 220
BCOM 121	Marketing 120
Computer 120	Statistics 120
Computer 121	

Human Resources Certificate

Administration 220	Administration 222
Administration 230	

Students may Register directly with SIAST, Palliser Campus by calling 694-3257 or contact Northlands College.

Human Growth & Development
Food Safety 2
Kitchen Safety

Students may Register directly with SIAST, Kelsey Campus by calling 933-5555 or contact Northlands College.

Math/Science/Engineering Program

Northlands College university programming in La Ronge offers students the first full year of professional studies: Medicine, Dentistry, Physics Therapy, Engineering, Veterinary Medicine, and Education. Some bursaries for books and tuition are available for students in these programs.

Computer Courses

Introduction to PC Troubleshooting
Intro to Microsoft Power Point
Introduction to Quick Books
QuickBooks for the MacIntosh
Introduction to Visual Basics 6.0
Microsoft Publisher
Photoshop Basics
Basic A+ Certification: Hardware I
Intermediate A | Certification: Operating Systems
Advanced A | Certification: Hardware/OS II
Word Perfect

Introduction to Corel Quattro Pro
101 Tips and Tricks for the Imac and MacIntosh
Quicken for Windows
Windows File & Disk Management
Introduction to Windows 2000 Professional
Introduction to Microsoft Excel
Intermediate Microsoft Excel
Introduction to Microsoft Word
Intermediate Microsoft Word
Advanced Microsoft Word
Introduction to Microsoft Works
Introduction to Microsoft Access
Intermediate Microsoft Access
Making the Most of Windows Me
Getting Organized with Outlook
Keyboarding

Internet Courses

Achieving Top Search Engine Position
Creating Web Pages
Advanced Web Pages
Creating Web Graphics
CGI Programming for the Web
Dreamweaver
Introduction to the Internet
Java Programming for the Web
JavaScript Programming for the Web
Microsoft Frontpage

Personal Enrichment Courses

The Craft of Magazine Writing
A to Z Grantwriting
Debt Elimination Techniques that Work
Grammar for ESL
LSAT Test Preparation – Part 1
LSAT Test Preparation – Part 2
Personal Financial Planning
SAT/ACT Preparation – Part 1
SAT/ACT Preparation – Part 2
Speed Spanish
Travel Writing
Write Your Life Story
Writeriffic: Creativity Training for Writers
Introduction to Natural Health and Healing
Medical Terminology: A Word Association Approach

Small Business Courses

Practical Financial Management for Small Business
Business Communications using E-mail

Large Business Management Courses

Basic Supervision (5 course series)
Supply Chain Management (5 course series)
Project Management Principles (5 course series)
Customer Service (3 course series)
Logistics (3 course series)
Manufacturing Excellence (8 course series)
Purchasing (5 course series)

Nursing Courses

Substance Abuse: Alcoholism

Ed – 2 – Go

Internet Access, a Web-browser and an e-mail account: that's all you need to participate in these on-line, non-credit courses. Each course consists of twelve lessons over six weeks. Flexible, affordable, convenient.

For more information contact your nearest Northlands College Regional office at **1-888-311-1185**

Application deadline for most courses is June 21, 2001.

Appendix 1: Sources

Demographic Information

2000 Covered Population, Corporate Information and Technology Branch, Saskatchewan Health
Mamawetan Churchill River Health District Health Status Report, Mamawetan Churchill River Health District, July 1, 1998, and Power point presentation 2001
Province of Saskatchewan/Northern Education Task Force Report to the Minister of Education, Saskatchewan Education, 1989
The Profile Series Saskatchewan Census 1996 data tables on CD-ROM, Statistics Canada

Industry Sectors in general

Northern Labour Market Committee members: minutes, reports, and information
News Releases, Government of Saskatchewan Media Services on website: www.gov.sk.ca/newsrel
Northlands College, Regional Program Planning Meeting Minutes 2000
Opportunity North, Northern Saskatchewan Business, Industry, Training and Employment, Volume 7 Numbers 4 and 5, Volume 8 Number 2 and 3, Aurora Communications Ltd., 2000 to 2001
Saskatchewan Post-Secondary Education and Skills Training website: www.sasked.gov.sk.ca
Saskatchewan Post-Secondary Education and Skills Training, Regional Services Branch Northern Office
The Meadow Lake Progress, Meadow Lake
The Northerner, La Ronge
The Prince Albert Herald, Prince Albert
The StarPhoenix, Saskatoon

Mining Sector

Cameco Corporation Annual Report 2000, Building on Strengths, Cameco Corporation, 2001
Cameco's Report to Shareholders and other information from Cameco's website: www.cameco.com
Canaccord Capital Research Investment Report: Claude Resources Inc, January 11, 2001
Claude Resources 2000 Annual Report, Claude Resources Inc. 2001
Claude Resources Inc. News Release, First Quarter Results, May 18, 2001
Cogema Resources Inc. website : www.cogema.ca
Communiqué, Cogema Resources Inc., September 2000
Community Update, Monthly Faxed Newsletters, Cogema Resources Inc.
Connections, A Newsletter for Hudson Bay Mining & Smelting Employees, September 1999
Information on President Bush's Energy Plan from CNN website on May 17,2001: www.cnn.com
Opportunity North, Northern Saskatchewan Business, Industry, Training and Employment, Volume 7 Numbers 4 and 5, Volume 8 Number 2 , Aurora Communications Ltd., 2000 to 2001
Registered Project Proposals Quarterly Status Report,April – June 2001. Environmental Assessment Branch, Saskatchewan Environment and Resource Management
The Goldbelt Gazette, Serving the Flin Flon, Creighton and Denare Beach Area

Mineral Exploration Sector

Exploration Incentives Presentation to the Northern Labour Market Committee, Dec. 12, 2000, by George Patterson, Saskatchewan Energy and Mines, Regina
Information on Goldfields deposit from Greater Lenora Resources Group website, May 21, 2001: www.kasnergroupco.com
Information on McIlvenna Bay deposit from Foran Mining website, April 18,2001: www.foranmining.com,
Information on Moor Lake deposit from JNR Resources Inc. website, May 21, 2001: www.jnrsources.com
Information on platinum group metals from Uravan Minerals website, May 21, 2001: www.uravanminerals.com
Saskatchewan Exploration and Development Highlights 2000, A.J. Gracie and G. Tourigny, Saskatchewan Energy and Mines, La Ronge (and back issues to 1989)

Oil and Gas Sector

A Community Plan to Address Education Needs and Skill Shortages, Education and Jobs Subcommittee, The Regional Infrastructure Working Group, Fort McMurray, Alberta, April 2000
Fort McMurray Today, Fort McMurray, Alberta
Information on La Ronge and North Battlefords labour market areas, Labour Market Review, Human Resources Development Canada website: www.sk.hrdc-drhc.gc.ca
Information on oil sands from companies' websites : www.syncrude.com ; www.shell.ca ; www.suncor.com ; www.kochcanada.com; www.newswire.ca - PanCanadian turns ground to construct Christina Lake oil project, May 22, 2001
The Edmonton Journal, Husky to Spend $5B on Oil Sands and Work, February 23, 2001

Forestry Sector

Economic Review 2000 Number Fifty-four, Saskatchewan Bureau of Statistics, December 2000
Forestry Final Report Phase II, Saskatchewan Forest Industry Human Resource and Training Needs Assessment, Executive Summary, Trimention Training and Consulting Group, November 1999
*Logging & Sawmilling Journal,*article *Tough Markets,* from website, April 18, 2001 from www.forestnet.com/archives/march01/markets.html
Monthly Statistical Review, Volume 27, No.3, Saskatchewan Bureau of Statistics, Government of Saskatchewan, March 2001
Saskatchewan Bureau of Statistics: www.gov.sk.ca.bureau.stats
Saskatchewan Economic and Co-operative Development: www.gov.sk.ca/econdev
Saskatchewan Economic News, Saskatchewan Economic and Cooperative Development, May 2001
Saskatchewan Forest Facts, Council of Saskatchewan Forest Industries Inc., August 1998
Saskatchewan Northern Affairs, La Ronge, status of forestry expansion strategy
Saskatchewan Provincial Economic Accounts, Saskatchewan Bureau of Statistics, May 2001
Weyerhaeuser in Action website: www.weyerhaeuser.com

Resource Harvesting Sector

A Century of Fur Harvesting in Saskatchewan, Wildlife Technical Report Number 5, Wayne Runge, Saskatchewan Environment and Resource Management, 1995
Commercial fishing statistics: Saskatchewan Environment and Resource Management, Fish and Wildlife Branches, Regina
Information on wild rice, mushrooms and berries from Saskatchewan Agriculture and Food, La Ronge
Newsletter, Athabasca Economic Development and Training Council, July 2000, August 2000, July 2001
Otuyumow, Kitsaki Management Limited Partnership, Summer 2000, Winter 2000
Saskatchewan Commercial Fishing Industry Sector Partnership, Trimention Training and Consulting Group Inc., March 2001
Saskatchewan Wild Fur Harvest and Cash Values 1999-2000, Fish and Wildlife Branch Summary Report, Saskatchewan Environment and Resource Management, Prince Albert, December 2000

Construction and Trades Sector

Heavy Equipment Operator Sector Partnership Study, Executive Summary, Saskatchewan Construction Association, Post-Secondary Education and Skills Training, 2000
Human Resource and Training Needs Assessment and Strategies: Residential Construction Sector Partnership Study, Executive Summary, Post-Secondary Education and Skills Training, July 20, 2000
Information on the Provincial Housing Program: Saskatchewan Municipal Affairs, Culture and Housing, Prince Albert
Major Projects Inventory 2001, Saskatchewan Economic and Co-operative Development, Business Development, spring 2001
Newsletter, Athabasca Economic Development and Training Council, July 2000, August 2000, July 2001
The Report of the Aboriginal Apprenticeship Projects Steering Committee, Executive Summary, Canadian Labour Force Development Board

Services Sector

An Investment in Growth: Training Needs in Saskatchewan's Tourism Industry, Saskatchewan Tourism Education Council, a Division of Tourism Sa
skatchewan, 1999
Health District Labour Force Survey and Assessment of Aboriginal Employment Potential, Mamawetan Churchill River Health District, La Ronge , August 2000
Northern Teacher Education Program (NORTEP) Report to Minister of Education, Training & Employment, Eli Fleury, September 30, 2000
Northern Tourism Industry Assessment Final Report, Northern Saskatchewan Tourism Task Team, Anderson/Fast Associates, December 1999
Otuyumow, Kitsaki Management Limited Partnership, Summer 2000, Winter 2000
Saskatchewan Education Indicators 2000, Kindergarten to Grade 12, Saskatchewan Education, Regina, 2001
SI Employment Forecast, June 1999, Canada-Saskatchewan Strategic Initiatives
The Saskatchewan Aviation Sector Partnership Steering Committee, Human Resource and Training Needs, Trimention Training and Consulting Group, 2000
Tourism Saskatchewan Business and Strategic Marketing Plan 1999/2002, Tourism Saskatchewan
Trail Blazer, Volume 6, Number 3, Northern Resource Trucking, Dec/Jan. 2000

Appendix 2: Northern Labour Market Committee

Mineral Sector Steering Committee (1991)
Maximizes northern employment opportunities and supports northern business ventures for the mineral sector. Oversees the Multi-Party Training Plan. Chaired by the mining industry
Northern Apprenticeship Committee (1993)
Increases the number of, and opportunities for, northern tradesworkers in all sectors. Chaired by industry and Provincial Apprenticeship Commission
Forestry Training Subcommittee (1994)
Maximizes northern and parkland belt employment and economic opportunities in the forestry sector and co-ordinates Forestry Partnership training initiatives. Chaired by Forestry Industry.
Education and Training Subcommittee (1996)
Facilitates a collaborative approach in the provision of education and training in the north. Chaired by Ile a la Crosse School Division and Post-Secondary Education and Skills Training.
Gary Tinker Federation Subcommittee (1997)
Makes long-term improvements in the lives of northern disabled people through a collaborative approach in the provision of post-secondary education and employment opportunities. Chaired by Gary Tinker Federation
Career Services Subcommittee (1997)
Expands career services and develops and communicates labour market information to northern Saskatchewan. Chaired by NRIII Metis Pathways Board
Northern Health Training and Employment Sub-committee (1999) Facilitates a collaborative approach to the development and implementation of a strategy for training and employment in health professions. Chaired by Mamawetan Churchill River Health District Board
Oil Sands Subcommittee (2000)
Prepares and enables northerners to take maximum advantage of employment and economic opportunities associated with the Alberta Oil Sands. Chaired by Methy Pathways and Village of Laloche
Youth Subcommittee (2001)
Empowers youth in northern Saskatchewan with the skills and the knowledge to take maximum advantage of personal, educational and skills development opportunities. Chaired by Missinipe Youth Foundation
June 14, 2001
Northern Labour Market Committee (1983)
Identifies and assesses emerging labour market and economic development issues and initiates actions which will enable northerners to benefit from activities in their region.
Three co-chairs represented by:
1) First Nations/Metis agencies alternating;
2) Industry/training institutes alternating; and
3) Provincial Government Office of Northern Affairs
Administration & Operations Subcommittee
Sets the working direction of the NLMC. Is involved in proactive and strategic planning of initiatives to ensure the NLMC attains its mission and optimizes the expertise and resources of its members. Chaired by Northern Affairs
Regional Training Councils
Identifies and assesses emerging labour market and training needs of the regions and gives advice to NLMC
Athabasca Economic Development & Training Corp. (1986) - Chaired by Hamlet of Stony Rapids
Clearwater Regional Training Council (1993) - Chaired by Village of LaLoche
Northeast Training Council (1997)- Chaired by Northeast Economic Development Association
Northwest Training Council (1998) -Chaired by northwest mayors

Northern Labour Market Committee and Interested Parties –June 2001

Agency	Name		Title	Community
Economic Development/Labour Market Agencies				
Athabasca Economic Dev. & Training Corp.	Gay	Geoff	Project Coordinator	Wollaston Lake
Athabasca Economic Dev. & Training Corp.	Strong	Glenn	Chairperson	Stony Rapids
Beaver River Community Futures Corporation	MacLeod	Ross	Chairperson	Buffalo Narrows
Central Credo/Central Cree Ec. Dev. Corp.	Beatty	Gordon	Coordinator	Weyakwin
Clearwater Credo	Janvier	Peter	Coordinator	La Loche
Clearwater Training Council	Gailey	Doug	Chairperson	La Loche
Creighton Credo	Markham	June	Manager	Creighton Sk
Dazi Credo	Trottier	Terry	Coordinator	Buffalo Narrows
Jim Brady Development Corp.	Morin	Lee	Acting Director	La Ronge Sk
Jim Brady Development Corp.	Rivard	Al	Board Chairman	La Ronge Sk
La Ronge/Air Ronge Credo	Pratt	Angus	Coordinator	La Ronge Sk
Methy Metis Pathways Board	Laliberte	Ray	Manager	Buffalo Narrows
Methy Metis Pathways Board	Hansen	Norman	Regional Director	Buffalo Narrows
Metis Employment & Training Of Sask. Inc.	Henry	Keith	Executive Director	Saskatoon Sk
Metis Nation - Saskatchewan	Hamilton	Murray	Vice President	Saskatoon Sk
Metis Nation - Saskatchewan	Vizina	Yvonne	Project Coordinator	Buffalo Narrows
Northcote Metis Development Corp.	Cheechoo	Bobby	Manager	Cumberland House
Northeast Economic Development Association	Bassett	Jamie	Coordinator	Christopher Lake
Nr3 Metis Development Board	Bouvier	Velma	Director	Beauval
Prince Albert Grand Council	Deranger	Don	Training Coord.	Prince Albert Sk
Saskatchewan Opportunities Corp.	Simms	Bruce	Investment Manager	La Ronge Sk
Three Rivers Credo	Morin	Darcy	Business Officer	Ile A La Crosse
Visions North	Heppner	Vicki	General Manager	La Ronge Sk
Post-Secondary Education & Training				
Dumont Technical Institute	McCaffrey	Geordy	Principal	Saskatoon Sk
Lac La Ronge Indian Band	Christiansen	Gladys	Director Of Education	La Ronge Sk
Meadow Lake Tribal Council	Laliberte	Christine	Dir.Ec. Dev.& Train	Meadow Lake
Meadow Lake Tribal Council	McIntyre	Mervin		Meadow Lake
Nortep/Norpac	Fleury	Elie	Executive Director	La Ronge Sk
Northlands College	D'Amour	Denise	Dir. Program Mgmt	Air Ronge Sk
Northlands College	Gardiner	Louis	Board Chairperson	Ile A La Crosse
Northlands College	Mayotte	Peter	Regional Director	La Ronge Sk
Northlands College	McLaughlin	Bill	CEO	Air Ronge Sk
Sask. Indian Institute Of Technologies	Poncelet	Guy	Program Coordinator	Saskatoon Sk
Saskatchewan Indian Federated College	Beal	Carl	A/Director Dental	Regina Sk
Saskatchewan Indian Federated College	Sanderson	Esther	Dean Northern Campus	Prince Albert Sk
SIAST, Palliser Campus	Boldt	Arnold	Dean Of Technology	Moose Jaw
SIAST, Woodland Campus	Bieker	Keith	Forestry Coordinator	Prince Albert Sk
SIAST, Woodland Campus	Erikson	Les	Trng Consultant	Prince Albert Sk
SIAST, Woodland Campus	Fladager	Larry	Campus Director	Prince Albert Sk
SIAST, Woodland Campus	MacLennan	Danny	Training Consultant	Prince Albert Sk
Federal Government Agencies				
Human Resources Development Canada	Dalzell	John	Labour Mrkt Analyst	Saskatoon Sk
Human Resources Development Canada	Weighill	Kevin	Dir. North. Sask.	Saskatoon Sk
Human Resources Development Canada	Witkowski	Jock	Northern Manager	Prince Albert Sk
Indian And Northern Affairs Canada	Goulet	Arlene	Intergov Officer	Regina Sk
Skills Canada, Saskatchewan	Coneghan	Daria	Coordinator	Regina Sk
Municipal And Aboriginal Agencies				
Lac La Ronge Indian Band	McLeod	Doug	Executive Director	La Ronge Sk
New North Sanc Services	Wells	Randy	Ceo	La Ronge Sk
Northeast Municipalities Association	Boychuk	Wilfred	Mayor	Creighton Sk
Northern Village Of Buffalo Narrows	Woods	Bobby	Mayor	Buffalo Narrows
PAGC, Buffalo River Dene Nation	Campbell	Elmer	Chief	Dillon

Agency	Name		Title	Community
Village Of Ile A La Crosse/New North	Morin	Max J.	Mayor	Ile A La Crosse
Provincial Government				
Apprenticeship & Trade Certification Commission	Douglas	Al	Assist. Director	Regina Sk
Apprenticeship & Trade Certification Commission	Van Meppelen	Bill	Apprent Consultant	La Ronge Sk
Economic And Cooperative Development	McQuinn	David	Policy Analyst	Regina Sk
Energy And Mines	Fredericks	Jay	Policy Analyst	Regina Sk
Intergovernmental & Aboriginal Affairs	Young	Donavon	Exec. Director	Regina Sk
Municipal Affairs, Culture & Housing	Wolch	Fred	Manager, Housing Br.	Prince Albert Sk
Municipal Affairs, Sport And Recreation Br	MacLeod	Judy	Consultant	La Ronge Sk
Northern Affairs	Campbell	Alex	Deputy Minister	La Ronge Sk
Northern Affairs, Economic & Community Dev	Fietz Ray	Ina	Exec. Director	La Ronge Sk
Northern Mines Monitoring Secretariat	Liskowich	Mark	Manager	La Ronge Sk
Post-Secondary Education & Skills Training	Cook	Earl	Regional Director	La Ronge Sk
Post-Secondary Education & Skills Training	Derby	Bill	Manager,Commun. Br.	Regina Sk
Post-Secondary Education & Skills Training	Ludwig	Jim	Institution Liaison	Prince Albert Sk
Post-Secondary Education & Skills Training	MacLean	Barb	Exec Dir, Rsb	Regina Sk
Sask. Environment And Resource Management	Allen	Dianne	Irm Manager	La Ronge Sk
Saskatchewan Education	McKenzie	Glenn	Regional Dir.	La Ronge Sk
Saskatchewan Highways And Transportation	Armstrong	Stu	Executive Director	Prince Albert Sk
Saskatchewan Labour	Boyd	John	Director Planning	Regina Sk
Social Services	Gooliaff	Cec	Centre Manager	Nipawin
Social Services	Morrison	Val	Centre Manager	La Ronge Sk
Social Services	Reed	Alan	Centre Manager	Buffalo Narrows
Industry Sector Partners				
Aurora Communciations	Gracie	Gil	Manager	Air Ronge Sk
Bear Consulting And Training	Bear	Lyle	Manager	Prince Albert Sk
Cameco Corporation	Ewing	Julia	Northern Manager	La Ronge Sk
Cameco Corporation	McIntyre	Jamie	Manager Of Training	Saskatoon Sk
Cameco Corporation	Scarfe	John	N. Business Admin	Saskatoon Sk
Cigar Lake Mining Corportion	Tosney	John	President	Saskatoon Sk
Claude Resources Inc.	Povhe	John	Operation Controller	Saskatoon Sk
C-M Consulting	Gitzel	Clare	Consultant	Saskatoon Sk
Cogema Resources Inc.	Onyskevitch	Morris	Manager	La Ronge Sk
Green Lake Metis Wood Products	Roy	Kelvin	Manager	Green Lake
Hudson Bay Mining And Smelting	Nisbet	Don	Human Resources	Flin Flon
Keewatin Yathe Health District	Gillis	Carol	CEO	Buffalo Narrows
Kitsaki Management Limited Partnership	McKay	Ray	CEO	La Ronge Sk
Maier Consulting	Maier	Bryan	Training Consultant	Prince Albert Sk
Mamawetan Churchill River Health District	Halland	Susan	Human Resources Coor	La Ronge Sk
Meadow Lake Tribal Council	Iron	Gordon	Forestry Coordinator	Meadow Lake
Millar Western Pulp Ltd.	MacFarlane	Al	Hr Development Coord	Meadow Lake
Missinipe Broadcasting Corp.	Ballantyne	Marty	General Manager	La Ronge Sk
Mistik Management	Martin	Al	Operations Manager	Meadow Lake
Northern Resource Trucking	Olyowsky	Roger	Manager	Saskatoon Sk
Northwest Communities Wood Products	Desjarlais	Wendall	President	Beauval
Peter Ballantyne Cree Nation	Morin	Trevor	Forestry Coord	Prince Albert
Prince Albert Grand Council	Hiebert	Duane	Forestry Coordinator	Prince Albert
Sakitawak Development Corporation	Desjarlais	Wendall	Manager	Ile A La Crosse
Saskatchewan Construction Association	McLachlan	Manley	Exec, Director	Regina Sk
Snake Lake Construction	Rediron	Rene	CEO	La Ronge Sk
Tron Power Inc.	Hounsell	Dwayne	Consultant	Saskatoon Sk
Weyerhaeuser Sk. Ltd.	Orynik	Roman	Human Resources	Prince Albert Sk
Weyerhaeuser Sk. Ltd.	Davidson	Karen	Timberlands Division	Prince Albert Sk
Weyerhaeuser Sk. Ltd.	Walroth	Ray	Human Resources Mgr	Big River
Weyerhaeuser Sk. Ltd.	Kalyn	Peter	Human Resources	Prince Albert Sk
Weyerhaeuser Sk. Ltd.	Reed	Scott	Human Resources	Hudson Bay
Woodland Cree Resources	Henderson	Nolan	Forestry Coordinator	Montreal Lake

Agency	Name		Title	Community
Service Agencies				
Gary Tinker Federation	Ward	George	Coordinator	La Ronge Sk
Keewatin Career Development Corp.	Johns	Randy	Management Consultnt	La Ronge Sk
Missinipe Youth Foundation	McKay	Angus	Youth Representative	La Ronge Sk
Sask. Labour Force Development Board	Stone	Janis	Executive Director	Regina Sk
K-12 Education Agencies				
Creighton School Division #111	Gerein	Austin	Director Of Education	Creighton Sk
Ile A La Crosse School Division	Duffee	Bill	Director Of Education	Melfort Sk
Northern Lights School Division	Pilz	Ralph	Director Of Education	La Ronge Sk

Appendix 3: Contacts and Information

- **About Northlands College**

THE MISSION OF NORTHLANDS COLLEGE *is to provide quality education and training programs and services that will meet the developmental and employment needs of adult Northerners, which will enhance the social and economic development of Saskatchewan and prepare Northerners to participate in the global economy.*

- **Student Housing**

Northlands College has student housing or residences available in La Ronge, Buffalo Narrows and Creighton. Out of town students continuing and/or completing full-time programs of study have priority in the allocation of student housing. Contact the nearest College office below.

- **Northlands College Admissions and Fees**

Applicants defined as adults under any of the following categories will be considered for admission to the College:

- ◊ persons eighteen years of age or older;
- ◊ a high school graduate less than eighteen years of age;
- ◊ those persons jointly approved by the College and local school authorities on a case-by case basis.

Applicants must complete an application form and provide any supporting documentation required by the College. Full fees are payable on or prior to the student's first day of classes, or in accordance with the standard installment payment schedule subject to approval by a counselor.

- **Financial Assistance**

- ◊ **Canada Student Loans and Saskatchewan Student Loans** applications are available from Northlands College counselors and/or regional CanSask Career and Employment Services offices.
- ◊ **Special Incentives Plan** applications are available from Northlands College counselors

and/or regional CanSask Career and Employment Services offices. To qualify, you must be:

- a single parent with your own dependant children living with you full-time (more than 50% of the time); or
- a Non-Status Indian or Metis person; or
- a Northerner (includes non-native and Status Indian persons who have resided in the Northern Administrative District for a period of 15 years or half of his/her lifetime).

◊ For **Special Opportunity Grants** for high need, part-time students or students with permanent disabilities, contact the Student Financial Assistance Branch of Saskatchewan Post-Secondary Education and Skills Training at 1-800-667-4380 or one of the College counselors.

◊ For **scholarships and bursaries** available to students contact Northlands College counselors and/or regional CanSask Career and Employment Services offices.

◊ For **Employment Assistance for People with Disabilities (EAPD)** call Saskatchewan Post-Secondary Education and Skills Training or the Gary Tinker Federation in La Ronge at 1-800-667-4380.

◊ **Provincial Training Allowance (PTA)** applications are available through Northlands College for Basic Education or related courses.

◊ **Skills Training Benefit** may be available to students who have a current employment insurance claim or had a claim in the past 36 to 60 months. Contact your regional CanSask Career and Employment Services office.

◊ Contact your **Metis or First Nations office** for information on available financial assistance.

- **Northlands College and CanSask Offices**

Central Region	Western Region	Eastern Region
Northlands College Box 509 La Ronge, Sk, S0J 1 L0 306-425-4353/1-888-311-1185 Fax: 306-425-2696	***Northlands College*** Box 190 Buffalo Narrows, Sk, S0M 0J0 306-235-1765 Fax: 306-235-4346	***Northlands College*** Box 400 Creighton, SK, S0P 0A0 306-688-8838 Fax: 306-688-7710
CanSask Career & Employment Services Box 5000 La Ronge, Sk, S0J 1L0 306- 425-4380/1-800-667-4380 Fax: 306-425-4532	***CanSask Career & Employment Services*** Box 220 Ile a la Crosse, SK S0M 1C0 306-833-3235/1-877-837-6167 Fax: 306-833-3238	***CanSask Career & Employment Services*** Box 569 Creighton, SK, S0P 0A0 306-688-8826 Fax: 306-688-8827